

Leadership Philosophy

My personal leadership philosophy is centered on the belief that leadership is not about power, but about empowering others. Leadership, to me, means creating a vision that resonates with people and guiding them toward its realization, while making decisions that benefit the group as a whole. I chose the Organizational Leadership and Technical Management (OLTMT) program because I wanted to build my leadership skills to become a more effective leader. Although I already possessed many of the key qualities of an effective leader, I recognized that great leaders are always a work in progress and need to continuously develop their skills. I wanted a program that would strengthen both the human and technical sides of leadership, so I could lead with both heart and clarity.

At the core of my philosophy are the values of integrity, civility, empathy, and inclusion. I believe that people can learn and grow when they are given the right support, honest feedback, and provided with meaningful opportunities to develop. I lead with civility and respect, even in conflict, because a safe space is essential for people to take risks and be honest. I see my role as a leader as creating an environment where people feel valued, motivated, and encouraged to reach their full potential.

How I lead flows directly from these beliefs. I strive to communicate by listening first, asking questions, and giving feedback that is specific, balanced, and focused on behaviors rather than personal traits. As a naturally organized and decisive person, I know my strengths can become liabilities if I push my pace or standards onto others. Effective leadership requires adapting to diverse work styles and recognizing that others may organize and process information differently than I do. Coaching and mentoring are central to my leadership style. I aim to model integrity and civility, create a compelling vision, ask questions that stimulate new

thinking, and tailor my support to individual needs. In this way, I try to embody the principles of transformational leadership in everyday interactions.

Several key experiences have shaped my understanding of my leadership style. As a student at Lower Columbia College, I have been assigned many group projects. During the Fall 2024 term, I was part of a four-person team that was responsible for developing a plan of action and recording a team video. One member stopped communicating, which delayed our project and caused frustration within the group. When we learned that this person would no longer be a part of the group, I recognized the need for direction and stepped up to lead. I helped the team to refocus and maintained a positive mindset as we moved forward. We not only completed the project successfully, but also built lasting relationships.

This experience changed how I viewed leadership. I had once seen it as more of a formal role, but through this project I realized that leadership is less about position and more about taking responsibility, especially in challenging situations. I saw how positive communication and encouragement could keep team morale high, even when the circumstances were discouraging. This aligns with what I have learned through self-assessment exercises about the importance of emotional intelligence, self-awareness, and understanding how my behavior affects others. Similar lessons have come from my work as a Scholar Lead and mentor, for example, while supporting a student who doubted they could successfully complete their degree. In those moments, I have learned to shift from telling people what to do toward asking questions, pointing out their strengths, and helping them to design their path forward.

Looking ahead, my vision is to become an authentic, transformational leader and mentor who consistently develops others. I know that my tendencies toward organization, decisiveness, and goal orientation can be powerful assets when balanced with empathy, flexibility, and active

listening. I am committed to continuous growth by practicing regular self-reflection and inviting feedback from others. My goal is to inspire confidence in others, build inclusive environments, and help teams to accomplish meaningful goals together. Ultimately, I measure my leadership not by the authority I hold, but by how much I help others grow, feel valued, and succeed.