

# Individual Assignment Leadership Competences



Häme University of Applied Sciences, IB

Fall 2020

Jesse Laine

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## 1. BEST KEY COMPETENCES

### 1.1 My best areas

From the test by Pentti Sydänmaanlakka my three highest ranked competences were Self-Confidence with an average of 5.9, Wellness Competence with an average of 5.35, as well as Leadership Competence with an average of 5.26. All these competences are something that I can agree with as well, knowing myself fully well and knowing that these competences have always been present in my life in different forms. For instance, in leadership competence the “sub” competences included “Achievement”, which I got a full 6 out of, “Change management”, as well as “Team Leadership” and “Empowerment”. All of these have always played a part in my life and I am interested in them. Furthermore, Self-Confidence, is my strongest competence, being always so invested in myself and having high ambitions.

### 1.2 Why do I succeed well in the areas?

Firstly, I succeed well in the areas because I have always wanted to be a leader in some position, whether in my own company or in some other. I think this all comes from my first actual job ever at Valmet Valkeakoski, where I was working in production and the first-line manager was decent at his job, but he lacked the knowledge and education behind everything so he didn't treat everyone equally and always blamed something else than himself. The employees sometimes did not reach the expected productivity goal clearly because of the first-line manager not handling his job seriously and lacking education so from that moment I have always wanted for every working person to have the best possible leadership available to reach personal goals as well as organisational goals and make the world into a better place a little by little.

Secondly, the reason why Wellness Competence and Self-Confidence are so high up on the list is because I've always taken care of myself and sometimes put many people in front of my own well-being, but only when I have had the possibility to, and I know myself well and my ambitions reach very high. I have always appreciated myself and had confidence in myself, since I know from previous experiences that I can do things and I can make anything happen I put my mind into. I have always been a “people's person” and wanted to try everything new. Every person is my own favorite person so that is why it has been easy for me to get to know new people and immediately understand them.

## 2. WEAKER KEY COMPETENCES & IMPROVEMENT

### 2.1 Which areas need developing

The areas of Professional Competence, as well as Interpersonal Competence need developing from my side. However, these areas are not too far from my best ones averaging with scores like 5.125 and 5.175, they still need improving in some aspects, such as assertiveness and communication in the areas of Interpersonal Competence.

### 2.2 Why have not I succeeded so well in the areas

I have not succeeded so well in the areas for the sole reason of not having enough practical experience in those areas, as well as being a little bit shy and quiet at times. I know I need to improve myself in these areas myself since communication and assertiveness are needed from a leader sometimes, even though I received a 5 as an average out of both of them, they still need some developing from my own experience. Main reason for the lack of succession in these areas is because I lack experience related to the profession side of the area.

## 3. MY VISION OF ME AS A LEADER

### 3.1 What kind of a leader would I like to be?

I would like to be a leader who considers the well-being of the staff before anything else and focuses on motivating people so they can reach their own goals along the goals of the organisation. I have always been a very caring person who wants the best for everyone, so that leadership style would fit me the best. So a mix of McGregor's (1960) "Well motivated people can best achieve their objectives by directing their own efforts towards accomplishing organisational goals" (Kolehmainen, 2020, slide 4) and Lewin's laissez-faire style (Kolehmainen, 2020, slide 4) be a good starting point. I would also include some of motivation theories in my leadership style by Maslow (1954), Herzberg (1966), McClelland (1953) "Motivation does not mean superficial manipulation" (Kolehmainen, 2020, slide 5), "You cannot motivate another person, you can only create conditions conducive to increasing that person's motivation → leadership is about creating meaning" (Kolehmainen, 2020, slide 5). Adapting the style of transformational leadership by Burns (1978) in my own style would be important as well, since transformational leaders understand and adapt to different needs when it comes to the followers (Kolehmainen, 2020, slide 19). Lastly, taking the situational approach into my leadership style would be one of the final pieces to the puzzle, as different situations mean different kinds of leadership (Kolehmainen, 2020, slide 11). I would also

include Pentti Sydänmaanlakka's Performance management in my own style (Kolehmainen, 2020, slide 15).

### 3.2 Plan to develop skills and competences

To develop the skills needed for myself to become the kind of a leader I would like to be would involve a lot of professional, hands-on experience of the matter. This would happen by getting a job as a manager of some sort in a company and using that position to start gaining more and more skills and competences through feedback and training in the field regarding matters that have not been discussed or taught in schools. I would also start taking public speaking courses and attending events where I would have to present something to a larger audience to improve my communications skills and public speaking skills as a leader. One part which needed development in my competences was assertiveness and I would start focusing on that more since I am too kind sometimes and I need to get my own opinion out there as well as be more open about things, this could be solved by simply training in a position of a leader for a certain amount of time. Altogether, I am already a person fit to be a leader due to my competences and skills I already have, like I mentioned before in the "What kind of a leader would I like to be" chapter.

All in all, my plan to develop the rest of the skills and competences that I don't have or ones that are not my strongest ones is to gain training and real experience from outside of school, working in different companies. Learning about the theories I would like to include in my own leadership style through experience and from other leaders would be where I want to go with my plan. University has already taught me so much about leadership and management that I would not need much more experience, at least from the theory side.

## REFERENCES

Kolehmainen, A. (2020) *Online learning material for the Organizational Development module, "Leadership theories 2020"* [PowerPoint slides], Moodle. Häme University of Applied Applied Sciences. Retrieved 15 November 2020 from:  
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