

Student Name

School of Business, Technology, and Health Care Administration,

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BUS-FPX3012: Assessment 1

Western Medical Enterprises Application Questionnaire

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## **Leadership Experience**

I have a natural inclination towards leadership, and I have held various leadership roles throughout my life. One notable experience was when I became the team captain of our High School Volleyball Team during my sophomore year until my senior year. Despite having three juniors and four seniors on the team, I was elected as the captain. I understood the immense pressure and high expectations that came with leading the team to win consecutive championships. I took on the responsibility of leading the team in morning exercises, ensuring everyone was punctual and dedicated. I also supported team members with their personal issues and created policies to address attendance and punctuality. Additionally, I organized study groups to facilitate collaborative learning among teammates, pairing upperclassmen with underclassmen as "buddies." During inter-school competitions, I made strategic calls on the court, including plays and substitutions. I also uplifted the team during challenging times and kept them grounded after victories. One of my most significant contributions as a team captain was establishing an academic committee, which helped balance academics and athletics for the team.

Leading an all-girl group presented unique challenges, such as conflicts over positions in the starting lineup, envy, favoritism, and sometimes even distractions related to boys. To address these issues and foster team unity, I organized a camp where we could bond and develop stronger connections. I emphasized the importance of teamwork and encouraged every team member, whether on the court or on the bench, to recognize their significant role in our collective success. Through these efforts, we were able to develop a cohesive team dynamic, leading to four consecutive championship victories.

However, I acknowledge that I am not a perfect leader and have made mistakes along the way. During my junior year, I became too rigid and focused solely on winning the championship, disregarding the well-being of my teammates. As a result, one of my teammates suffered a serious knee injury due to the excessive training schedule I implemented. After this incident, another teammate suggested reducing the training time to allow for better recovery. I immediately consulted the team, and we unanimously agreed to make the necessary changes. I felt guilty for my role in the injury and realized the importance of being more consultative with my teammates, coaches, and other stakeholders before implementing policies.

I consider myself a collaborative leader who adapts to different situations. While I often adopt a democratic leadership style, I can also be authoritative when circumstances require it. For instance, I dealt with a teammate who repeatedly arrived 30 minutes late to training sessions without a valid excuse. After several warnings, I recommended her expulsion from the team to the coaching staff, who took appropriate action after uncovering that she had been attending parties before training. On the other hand, I actively encouraged my teammates to contribute ideas and feedback during games and evaluations, fostering open communication and continuous improvement within the team.

In conclusion, effective leadership is a complex endeavor that requires strong foundations, the dedication of both leaders and followers, and a shared purpose that drives everyone towards success.

### **Leadership Approach**

While some may perceive the primary purpose or shared vision of a volleyball team as winning, our team has a different perspective. Our purpose is to build strong connections among team members, which we believe is the key to winning championships. We consistently emphasize that teamwork is crucial for achieving our goals. Therefore, we dedicate our training sessions, matches, and team meetings to strengthening our relationships both on and off the court.

Blanchard and Zigami (1985) teach us that leadership goes beyond the traits, attributes, skills, and abilities of an individual; it is a relationship among leaders, followers, and the context in which they operate. Embracing this concept, I recognize that I still have room for improvement as a leader. To be effective, a leader must understand the needs of each team member and act

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