

Possibility of becoming an Effective Leader: Fear of Losing Skills as an Effective Follower

MGMT 300 – Learning Journal Week 08

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My team's Mike's Bikes rollover for last week was extremely successful as my team has begun to ascend to the top of our region. I always look forward to meeting with my team because they are so friendly and we all contribute equal amounts of effort in regards to Mike's Bikes Simulation. My team all work pretty well and there isn't just one person leading our group as we all make decisions together as on our team's strategy is based on a relatively decentralised structure (Knights & Wilmott, 2012) therefore I find that I naturally tend to lean towards being an effective follower. Is it possible for me to become a leader? Or an executive? I often find that I have innate traits of a follower and because my team is quite decentralised, it does not give me the opportunity to step up and become an affective administrator. Do I have to be born with these traits or can I learn them?

According to Katz (1955) I am able to develop and train myself to become an affective administrator. Because I am an effective follower I often thought that I cannot be an administrator and identify myself within two very different roles. Katz (1955) explains there are three main skills I can develop to become and administrator and they are technical skills (knowledge and skills), human skills (social skills) and conceptual skills (abstract thinking and thinking outside the box). Becoming an effective administrator is very similar to becoming an effective leader in such that they are almost the same thing but I still question my own ability to become an effective leader. Can my personality meet the requirements set by theorists (Collin, 2005; Katz, 1955) in regards to becoming a good manager? Can I really change that much to adapt to traditional leadership qualities whilst maintaining my ability to be an effective follower? Or are these leadership qualities really necessary to become an effective leader? Can I become a leader without these traditional qualities?

As a result about my scepticism about my abilities to become an effective leader and theorist's ideas about good leadership, I will continue to push myself to try and become a better leader by putting myself in leadership type situations while also trying maintain my abilities to be an effective follower.

References

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