

## Women in Leadership's Final Paper Assignment by ธนยุรัตน์ บั้งเส็ง

The word praxis means “practical application or exercise of a branch of learning.” It comes from a Latin word meaning “to do,” or “to take action.” The final paper for this course is termed a praxis paper because it is specifically designed to help you translate and integrate the course constructs into your personal development agenda. This is a reflective paper that will give you the opportunity to understand and apply these leadership concepts to your own life and to create a plan for your continued development. In this paper, you will bring together your understanding of course concepts, the results of prior assignments, and further reflections on what you want to learn over the next era of your life.

Grading criteria can be found in the assignment guidelines below to inform both your writing of the final paper, and the 3 peer reviews you will be required to conduct in order to receive your certificate of completion for the course. Although you may choose to use a question and answer format, a cohesive narrative will likely be more enjoyable for your peer grader to read and more likely for you to come back to reading in the future.

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### Final Paper Assignment Guidelines:

Answer each of the following sections separately when submitting your report.

#### PART I (25 points total): Applying Key Concepts and Takeaways

List 5 key concepts that were valuable to you from the course videos and readings (2 points per concept, 10 points total for this response)

List 5 key takeaways from the assignments you completed (2 points per concept, 10 points total for this response)

Provide 1 example in which you apply the course concepts and assignment takeaways to your experience (5 points total for this response)

#### PART II (30 points total): Your Leadership Vision

What are the 5 most important values to you as a leader? (2 points per value, 10 points total for this response)

Summarize your leadership vision in approximately 5 sentences (Use the general guide of 2 points per sentence, 10 points total for this response)

Describe the legacy you hope to leave behind for future generations in your organization, community, or any other meaningful group you are part of in approximately 5 sentences (Use general guide of 2 points per sentence, 10 points total for this response)

### PART III (40 points total): Your Development Agenda

List your top 5 current core strengths. (2 points per current strength, 10 points total for this response)

List the top 5 new competencies/skills that you must enhance or develop to achieve your vision and legacy. (2 points per new competency/skill, 10 points total for this response)

List 3 new knowledge areas you need to gain to achieve your vision and legacy. (2 points per new knowledge area, 6 points total for this response)

List 3 opportunities and resources will you need to find/create in order to gain these strengths, knowledge, and skills. (2 points per opportunity/resource, 6 points total for this response)

List 4 persons who can help you to find these opportunities. You do not need to provide actual names, just an understanding of their role and why they would be helpful. (2 points per persons/roles, 8 points total for this response)

### OVERALL QUALITY (5 points)

Is your paper easy to read? (3 points total)

Written clearly and concisely? (1 point)

Well-organized so that it is easy to find the answer to each question? (1 point)

Well-written with minimal typos, spelling errors, grammatical issues? (1 point)

Is your paper enjoyable to read? (2 points total)

Have you used some creativity in how you presented your paper by including interesting quotes or other enhancements to make your writing engaging (1 point)?

Have you provided a cohesive story across your answers to the questions in the assignment (1 point)



*Note that I would rather have a girl rule North Korea than to stick with Kim Jong-un.*

Valuable key concepts from course videos and readings:

1. Improving upon Negotiation skills on top
2. boosting up Self confidence is the another area or concept which has been beneficial
3. How can we inspire as leaders
4. Evaluating our own self to see where we stand as a leader/ mentor
5. What are the advancement barriers for women to move in their career

Key takeaways from assignments completed:

1. No one can let you down without your consent. This is the best thing I have learnt to boost up my self confidence.
2. We have to be intelligent enough to negotiate in our daily life on various factors like emotional feelings, work related issues, dealing with the juniors or team members or our bosses. In each of these aspect negotiation is really required.
3. Its really difficult to become an inspiring leader. To make that happen, we have to be few steps forward than our colleagues. We should be knowledgeable enough to understand and make all the relative stakeholders understand the caveats of each aspect of the things we are working upon.
4. We should be really focused on the leadership values and vision. To start working on it, I have listed down few most important values in front of me which I can view daily and keep on working on those constantly.
5. Self evaluation check on regular and definite intervals is another thing which I feel we can do for self-realization.

Application of course concepts and assignment takeaways:

Good work alone is not enough. I have to be smart enough to get the hint of things happening around use related to work or others. This way I can grab every opportunity coming my way and will be able to fastened up my growth in the organisation. Having said that, every single steps towards the success should be based upon ethics. I believe that the success achieved through hook and crook is short while and non-worthy. I am framing/ grooming myself in such a way that I can very well adopt proactive strategies. I have started working towards navigating organizational politics too. I have to act as a easily approachable and problem solving person for my team and at the same time I have to be smart enough to project the strong and good points of my team to the senior management.

Most important values as a leader:

1. Ability to Delegate: It's important to remember that trusting your team with your idea is a sign of strength, not weakness.
2. Communication: Being able to clearly and succinctly describe what you want done is extremely important.
3. Commitment: If you expect your team to work hard and produce quality content, you're going to need to lead by example.
4. Ability to inspire: Especially in the beginning stages of a startup, inspiring your team to see the vision of the successes to come is vital.
5. Creativity and Innovation: You may be forced at times to deviate from your set course and make an on the fly decision.

My leadership vision:

1. Trust: I should trust my team and more important is that my team has a trust on me. But at the same time, it should not be blind faith or killing dependencies.
2. Team management: Each individual is different and possess specific skill set. I should know what to delegate which person and manage accordingly.
3. Inspiration: I should be good enough that I act as a shield to my team and become an inspiration for them. I have to connect with them and understand them.
4. Honesty: Whatever ethical plane I hold myself to, when I am responsible for a team of people, it's important to raise the bar even higher. Our employees are reflection of ourself, and if I make honest and ethical behavior a key value, my team will follow suit
5. Confidence: Part of my job as a leader is to put out fires and maintain the team morale in even difficult times.

Legacy left behind for the organization:

1. I want to be remembered as an ethical person by my team.
2. I want to be known as inspirational leader
3. I want to be remembered as an excellent people's manager
4. I need to be known as an honest and trustworthy person
5. I would like my team to have this much faith in me that in every good or bad times, they could see me with them



Top current core strengths:

Being committed (bring any given task to completion regardless of situation), a good communicator (many tasks require team work, so good communication will allow the work to be done most efficiently), confident, resourceful (being able to find the optimal way of doing things) and acting powerfully

Top competencies to enhance:

Pressure from work/peers, ability to inspire (coming up with ideas will then allow the perspiration and success to emerge), employee's career development, persuasive communication and understanding myself (knowing self and others at various stages as we change due to evolution)

New knowledge areas to gain vision and legacy:

Business impact, risk management and project cost management

Opportunities:

I can and I am learning these from my immediate boss.

More exposure into product risk planning

involvement into project costing and budgeting

The four people who can help me:

Immediate manager; maximum learning and grooming is achievable through him

Mentor who is already doing these kind of roles.

Peers who have been in this role from long time and I can attain needed qualities by observing them and working with them

God (for other religions, it would be their equivalent figure)

