

## **LING 624 SUM22 M1 PPP by Jasnoor Grewal**

### ***My personal perspectives on leadership***

A leader, in my opinion, is someone who can make decisions for the good of the entire group of people one represents, lifts others up and takes them along on the path of development and success, is courageous to face challenges and values accountability, and is open to learning new ways of being and doing, from experiences, research, as well as all directions of organizational hierarchy. In module 1, I got to read about various styles of leadership and a few really resonate with my personal values and beliefs. If I were to describe what kind of a leader I am, or strive to be, I would be of a transformational (Christison & Murray, 2009, pp. 2-3; Kamhi-Stein & DeOliveira, 2008, p. 40) and servant leader (Padernal, 2009, p. 261) type, and one who builds on peer mentoring (Padernal, 2009, p. 256), learning (Murray, 2009, p. 15), and distributed style of leadership where members have distinct roles founded over independence and authority (Moulden, 2022, pp. 12-19).

I'm capable of "excelling in taking initiative, acting with resilience, practicing self-development, driving for results, and displaying high integrity and honesty," as Zenger and Folkman state to be a few qualities of women leaders in their article (2019). I value the purpose of my actions and act ethically with respect for all and otherness. I wish to model that kindness and respect are solutions to many problems even when leading in high-stakes, high-pressure, cut-throat, and fast-paced environments. Being a young woman of minority, and just starting out, I agree that women's confidence starts rising after the age of 25, especially if they have not been able to prove their mantle and see the world from perspectives they wished to during their younger years (Zenger & Folkman, 2019). I need more exposure, more opportunities, and more experiences to learn from.

Since I'm a lifelong learner, and learn from every one I meet, I could make sincere efforts to inculcate qualities that I may not yet have to become a wonderful and helpful leader. I shall engage in gaining higher and quality education and undertaking professional development opportunities. Meeting like-experienced peers and more experienced mentors could create a fruitful synergy for me to gain more confidence and know-how of becoming a better leader, and a better person altogether.

***Example of personally experienced leadership from a D/SL perspective***

In my most recent experience, I have been fortunate to witness the leadership of many organizations including my current school, Trinity Western University in Langley, B.C., and places I have worked at, but here I wish to share the example of my own home. From a D/SL (Distributed/Servant Leadership) perspective (Moulden, 2022, pp. 12-24), my husband and I are in distributed leadership because we have taken on respective roles that require decision-making at all steps, especially more so after we became parents very recently. Currently, he's responsible for earning bread for the family as well as making sure we have a safe and secure place to call home, while I take care of our baby by providing her the emotional and nutritional support she needs; I also attend school to be able to contribute as an effective teacher and leader later and be able to then support my family financially. Our roles are not just momentary, but they are also visionary. We have the responsibility to work our parts with all honesty and diligence while also being able to make independent decisions with authority. We zestfully inculcate "humility" and "sacrificial love" in our roles, hence, also follow the servant-style of leadership as we learn from each other, from our mistakes, and are ready to handle hiccups with care and compromise.

Sometimes, though, we are afraid of taking risks and making mistakes. As Assisi (2015) notes, these are in fact “stepping stones to greater success and increased learning,” we could be more willing to give in. In our busy lifestyles, we forget to celebrate. It is necessary to learn from our shortcomings but it’s as important to rejoice in achievements, how big or small they may be.

### ***SINGing on Sample TPOV***

I think the TPOV is well organized: the Hofstede’s categories are clearly marked, and the description of each category is relevant. The information presented isn’t overwhelming and the account flows smoothly throughout. The TPOV could, however, be edited in a more academic tone.

Under Section A, Part II, the authors wrote: “On a positive side, this leads to highly successful students who take their strong teamwork skills and competitive nature and become contributing members of society” (Sample TPOV, n.d., p. 4). I was a little stuck and found it hard to understand how the two ideas of “competitive nature” and “teamwork skills” exist in a correlation; I do agree they can coexist, but I could have gained more insight if the TPOV elaborated on this a bit further. Next, on page 1, the authors say, “If we match this philosophy to one of the leadership styles that Christison and Murray (2009) mention, I believe the closest styles would be the “Values-based leadership”. The co-authors describe the leaders, in the values-based leadership...” Since it’s a collaborative effort, a personal (first-person) register such as “I believe the closest...” could be avoided wherever possible. Another possible substantive change could be addition of topic sentences before responding to each section. This description could make it known to the readers what the team is describing ahead and what can one expect. Although there are prompts on the TPOV, I believe adding topic/section descriptions

make the written piece more academic, organized, and easy to follow. Finally, there's some contradiction of ideas: at the beginning of the TPOV, authors say, "they see themselves as part of a bigger story and want to help their company, school, business, etc., be stable and prosperous years...", for the Japanese people, but in Section C1 (p. 8), it has also been identified that one of the reasons that servant-leadership might not fit in the Japanese culture is the style's characteristic desire to help others. The latter point, I think, could be removed as a reason for misfit.

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