

MGMT 7135

Final Project - Maxims

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Video Link: <https://youtu.be/onJnXrLKhME>

1. **Be the stability.**

After getting through Unit 11 and discussing organizational culture, I realized that as a whole, my organization meets the need of stability very well. However, my team within the organization does not. I've mentioned a few different times over the semester in various discussion forums how I feel my team's current leadership does not make me feel like I'm in a position to make a difference. This is still true, but I'm realizing more and more that I have the power to **be the stability** even in an unstable environment.

This maxim is something short and sweet that I can remember in the midst of the more chaotic and unorganized seasons within our team. I even wrote this one down on a sticky note right by my computer so I can see it each morning. I feel like stability is one of those things that will never come if I don't make the changes that I can on my own.

In the "5 Dysfunctions of a Team" my team failed each of the five dysfunctions. It's not a good feeling, but knowing where the issues arise is one of the first steps to making them better. My initial reaction was to blame my teammates behaviors for the dysfunction, but I realized I wasn't doing much to make it better either. The worst dysfunction for our group was dysfunction number four, avoidance of accountability. It made me realize that although I was aware of the issues that my team was facing, I was not taking an active role in trying to correct those issues. In page 215 of the book, it talks about how lack of accountability can lead to the

group's leader creating an "accountability vacuum" within themselves, where they are the only source of discipline for the team. Because of this, team members will assume that disciplinary action is being taken, and that they don't need to do anything to correct the problem.

I can see that within our team, and I want to make sure that I am playing an active role in making sure that everyone is held accountable - even myself.

2. Clear Away the Clutter.

Recently I've realized that I have a tendency to take failures to personally rather than sharing them with the rest of my team. I think I do this, because my social awareness is lacking and I think that by making problems be my own, I can do something to fix it without worrying about the feelings of my teammates. While this isn't necessarily a bad thing, it creates stress for myself that I then take out on the members of my team. They don't know that they've even created this completely unnecessary problem for me, and I don't have a way of actually explaining the issue to them, because it is completely internalized.

One of The strategies to practice in my EQ action plan for social awareness was to "clear away the clutter." I'm really trying to take this one to heart, because it struck a chord with me. Throughout each of these units, I've found that the things that I lack in always stick out like this one. By taking criticism from my teammates personally, and not using it as a tool for growth, those grudges drive wedges between us, whether it is intentional or not.

My social awareness was definitely something that I wouldn't have guessed that I was lacking, but I can see now that I am. By "clearing away the clutter," I can make sure that I'm not focusing on the wrong aspects of relationship building, and instead focusing on how my decisions affect those around me.

3. **“Keep your inner Leader ready.”**

This quote from the 360 leadership book really hit home with me: *“A leadership position will help a leader only until difficulties arise. Then the leader must arise to meet those difficulties.”* Throughout this section, I was pretty much having PTSD from all of the past leaders I had worked under who did not step up to the plate when the situation called for it. Even now, in my current role, I feel like my leadership does not do enough to earn and maintain respect from those of us who work for them.

There were things I had never considered before reading this. In the future, will I have prepared myself well enough to take on leadership positions, and perform them as well as I expect others to? Am I doing enough now to make myself capable in my future leadership positions? I’m quite honestly shocked that I had not asked myself these questions at this point, but I think that not asking myself those questions proves that I am not doing enough.

In our discussion group for Discussion 5, Ian wrote, “Surrounding ourselves with motivational and encouraging people in our lives is essential for continuous improvement.” This is especially true in our professional lives. Networking with like-minded peers and people in positions higher than ours gives us the opportunity to get unbiased input on the decisions and moves that we make towards future endeavors. While a group of family and friends who we trust are great for personal feedback, individuals within our professional circles are able to encourage growth from a leadership standpoint.

To me, this final maxim was probably the most important one that I gained this

semester. Having the knowledge of what to do to be a great leader is important, but actually putting those skills to use in your everyday life - whether you are currently leading others or not - is what helps to keep you ready for whatever comes next.