## **Visionary and Change-Oriented Leadership**

###  **I believe** leadership is not defined exclusively by a title or position, it is demonstrated through personal **initiative, influence, and the ability to inspire change**. Despite being in a **low-influence role** within retail banking, I have actively sought to **create opportunities for leadership development** among my managers and peers. Therefore, developing the following artifacts made me even more passionate about taking non-leadership role integrating leadership development into it.

###  **My Organizational Systems course provided me with two excellent artifacts to use for my Visionary and Change learning goals. The artifacts I decided to use from Organizational systems show how I can develop new concepts for organizational and industry change. In my eighth discussion board, I was able to reflect on what I have learned throughout the course and how I will utilize that knowledge in future roles as a leader. This course gave me the ability to envision opportunities, develop means of attaining them, and initiate change processes at individual, organizational, and global levels.** I have become more skilled in identifying **gaps within leadership, technology, and customer experience. Furthermore,** my analysis of these artifacts pinpoints how I can **develop forward thinking solutions.** My observations from my Applied Final Project in Organization Systems and Change shows that even though an organization may be behind in technology they can still serve their employees by developing leadership skills within the workplace.

 My plan for my future career would be to introduce a **leadership development series** within my workplace. The series would serve as a key example of how leadership **can be fostered at all levels** within an organization. My vision as a leader would be to have **weekly motivational meetings that would** provide my team members with an open **space for growth,** where leadership principles can be discussed and applied to daily operations without fear of intimidation. I have learned “People support what they help create” (Weisbord, 2012, p. 243). This is why I would want to **explore leadership styles with employees and peers by** encouraging them to **identify leadership approaches that resonate with them**. This will build self-awareness and allow for personal and professional development. I aim to **create a culture of ownership with my team by** shifting the mindset from “following orders” to **taking responsibility** for the work environment, customer experience, and personal career growth.

 These efforts will reflect my **ability to influence organizational culture from within** my team. By **empowering others** to take ownership of their professional development, I can demonstrate **how leadership can be cultivated in any role**. Furthermore, I believe that leadership development should not be saved **only for those pursuing promotions**. This style is a progressive method to **employee satisfaction and more employee retention**. Weisbord believes that “Organizations need less diagnosing and more dialogue” (Weisbord, 2012, p. 229). Including employees in the dialogue makes feel valued and are **gives them the opportunity to grow within their roles** are more likely to stay engaged and motivated. My leadership vision challenges a lot of the **traditional corporate mindset**, which tends to dictate that employees need to move up in seniority to be recognized as a leader within the company. I choose to advocate for **growth within roles which is** an approach that could **increase retention, reduce turnover, and create a more engaged workforce**.

 **My applied final project from my Organizational Systems class helped me think critically about how to introduce modern solutions into a dated industry. I was able to develop** **several forward-thinking solutions** that could **update the financial industry**. This course helped me grasp the idea of what it takes to make change within an industry and how that can impact various departments within a company. These changes would not only **improve operational efficiency** but also **enhance the customer experience**, addressing common frustrations with outdated processes. I recognize that traditional industries, such as the financial sector, have **remained stagnant and do not meet modern consumer needs**. Most of their locations and practices are outdated, and customer visits are still driven by **inadequacies in banking processes as opposed to value-added services**. Banks typically **prioritize steadiness over hurried change**, which has added to their slow adoption of **technological advancements**. I understand that such an alteration **requires time and strategic planning**, but I support a **long-term concept** where banking progresses **in response to customer needs and industry shifts**.

 My skill to **identify industry ineptitudes, plan innovative solutions, and drive leadership development from any position** is a testament to my **visionary and change-oriented leadership skills** developed throughout my program. I now have the understanding that **leadership is not confined to those in executive roles, and** it can be integrated at any level of an organization. My **future-focused mindset** positions me to be a leader who can drive **both technological advancements and cultural change** no matter where my career takes me. My stress on **employee growth, customer experience, and operational efficiency** reflects a **more holistic approach to organizational leadership**. By integrating these ideas into my career and leadership journey, I am **actively shaping the future of organizational leadership**—not just as a participant, but as a **pioneer of change**.

 My reflections in Organizational Leadership DB8 highlight my **vision for leadership that prioritizes employee growth without forcing upward mobility** among employees. Through my experiences I have recognized **an important issue in corporate leadership which is lack of employee recognition and investment in professional development.** Being able to **empower employees within their current roles means** recognizing that **not all employees want to climb the corporate ladder**, but they still **deserve opportunities for leadership development and recognition**. **Reframing leadership as influence rather than title means that we need to** encourage **peer-to-peer mentorship, skill-building, and professional development programs**. **Creating inclusive leadership structures includes creat**ing an environment where employees **feel valued, heard, and given room to grow,** which ultimately **increases retention and performance**. This concept is **not only about improving corporate leadership** it characterizes a **new model for leaders that can be applied across industries**, making companies more **adaptive, inclusive, and employee centered**.

 I found the **pay for skills plan** particularly intriguing because it highlights giving employees the ability to structure their own responsibilities while preserving productivity. This resonates with my belief that when employees feel trusted, they are more motivated to acquire new skills. Another key takeaway for me was the notion from Weisbord's work on including all stakeholders in decision-making. “If we want systems to perform better, we must focus on relationships—how people treat each other day to day.” (Weisbord, 2012, p. 155). My experience has reinforced how vital it is for employees to feel like they are part of the progression rather than just having top-down directives. The course also helped me realize that even with an **eight-year gap in the workforce**, I can recognize that industries can be resistant to change, specifically in leadership, technology, and customer service. Learning this has increased passion for **transformational leadership to** help employees feel valued and motivated while modernizing outdated practices​.

 One major realization I had during my time in this course was discovering that I have a **futuristic mindset**. I was able to observe in real time how little my industry has evolved over the years which made me recognize my ability to **envision and advocate for necessary modern changes**. This course helped solidify my understanding that leadership isn’t just about management but includes **empowering individuals in their current roles.**

 I also learned that I prefer **individual leadership development more than traditional management training styles**. This was discussed in my Discussion Board reflection on employees who may not want to "climb the corporate ladder" but still deserve acknowledgment and opportunities for skill development. The example I presented of a friend who was denied a raise unless she changed roles reinforced my certainty that leadership development should be **about enriching employees where they are happiest, rather than pressing upward mobility​**.Looking forward in my career, my passion for **improving leadership development in employees will become a priority.**

 In conclusion based on the artifacts provided, I have developed the visionary and change learning objective. I have developed my own tactics to outline ideas for **enhancing leadership at a base employee level** and advocate for **transformational industry changes**. Through my discussion on **pay for skills**, my leadership development proposal, and my final project on digital banking transformation​​ I feel more confident in my ability to be a beacon of change within the leadership industry. I have strengthened my strategic thinking and problem solving. By learning to identify **gaps in leadership within my industry and** provided **clear, structured solutions**. As I identified in my final project, I analyzed the need for **more modern banking processes, better customer experiences, and digital transformations**​.When considering **effective communication & collaboration** my approach **includes stakeholders** in decision-making and utilizes **weekly meetings** to foster collaboration showcases strong communication skills.The artifacts from this class have helped me bridge the gap between my **organizational leadership studies and hands-on experience**, making me a stronger leader with a vision for the future.

Refrences

Weisbord, M. R. (2012). Productive Workplaces: Dignity, Meaning and Community in the 21st Century, 25 Year Anniversary. San Francisco: Jossey-Bass.