A PERSONAL LEADERSHIP STATEMENT

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FACULTY OF EDUCATION AND HUMAN SCIENCES

ENGLISH LANGUAGE TEACHING PROGRAMME

DIPLOMA COURSE

Lifelong Professional Development: Empowering Foreign Language Teachers

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UNIVERSIDAD DE CÓRDOBA

FACULTAD DE EDUCACIÓN Y CIENCIAS HUMANAS

DEPARTAMENTO DE IDIOMAS EXTRANJEROS

A PERSONAL LEADERSHIP STATEMENT

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Statement submitted in fulfillment of the requirements for the degree of English Teaching

Program

MENTOR

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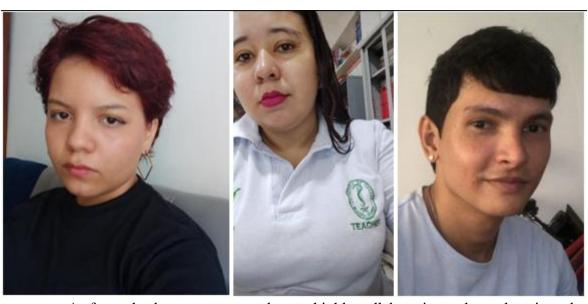**ENGLISH LANGUAGE TEACHING PROGRAMME**

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Our Leadership Profile

As future leaders, we see ourselves as highly collaborative and people-oriented individuals, who are passionate about motivating others and inspiring innovation. We believe in authenticity and staying true to our values and principles while remaining positive, tolerant, and persevering even in the face of difficult situations. We prioritize continuous learning and growth, both personally and professionally, recognizing that every interaction is an opportunity for leadership development. We understand the importance of building strong relationships with our team members, recognizing their unique strengths and weaknesses, and leveraging these to drive success.

"Collaboration, motivation, and authenticity: The cornerstone of our future leadership."

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—Perez, Begambre & Santos, Personal Leadership Statement. 2023

Abstract

This paper explores the concept of transformational leadership and its impact on employee motivation, satisfaction, and performance in organizational contexts. It highlights the importance of leaders instilling trust and confidence in followers and defines transformational leadership as a style that inspires exceptional results through purpose, vision, and personal growth. The study focuses on the assumptions and implications of transformational leadership in education, emphasizing the need for personalized support, student empowerment, and a shift toward student-centered approaches. The findings underscore the role of transformational leadership in shaping educational environments, fostering growth, and advocating for continuous professional development, collaborations, and innovative teaching methodologies for enhanced language learning experiences. Overall, the research contributes to understanding the effectiveness of transformational leadership and its implications for organizational success.

Keywords: Leadership, Transformational Leadership, Personal Growth, Purpose.

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Introduction

Leadership has been a subject of great interest for scholars, researchers, and practitioners from various fields. According to Stogdill (1950), leadership is "the process of influencing the activities of an organized group in its efforts toward goal setting and goal achievement" (p. 3). We believe that leadership is a collective endeavor involving communities or groups with the aim of pursuing improvement and obtaining meaningful outcomes. Different interpretations of leadership emphasize the leader's ability to instill trust and confidence in their followers. In a similar way, Daft (2008), mentions that leadership is a "relationship among leaders and followers who intend real changes and outcomes that reflect their shared purposes". (p.4) This investigation focuses on exploring the concept of transformational leadership and its impact on employee motivation, satisfaction, and performance within organizational contexts. Research indicates that effective leadership positively influences these outcomes, while inadequate leadership can have negative consequences. The subsequent sections will delve into assumptions and draw conclusions about the effectiveness of transformational leadership in organizational contexts.

As we see it, transformational leadership is a style that inspires and motivates followers to achieve exceptional results by cultivating a sense of purpose, vision, and personal growth. The effectiveness of transformational leadership is demonstrated by

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several researchers such as Moradi & Shahbazi (2016) where it is defined as "a complex and dynamic process in which leaders influence their followers' values, beliefs and goals." (p.453) and Ausat (2022), who highlights that "it has a positive impact on employee happiness and can later explain an organization's direction and mission" (p.65). In our current age, effective leadership within organizations has become a crucial aspect of our world and with all this in mind, we can now further explore its implications for organizational contexts.

<div align="center">Our Assumptions</div>

Transformational leadership

A leadership assumption refers to a belief that leaders hold about the nature of people, the effectiveness of certain strategies or behaviors, or the impact of specific factors on leadership outcomes. As future teacher leaders, we understand the significance of leadership assumptions in shaping our perspectives on educational and foreign language classroom processes.

We recognize the importance of personalized support for development and academic growth and that tailoring our support strategies to addressing individual needs, strengths, and challenges creates a more inclusive and effective learning environment. Research by Hattie and Timperley (2007) highlights that "Effective teaching not only involves imparting information but also involves assessing and evaluating students' understanding of this information so that the next teaching act can be matched to the present understanding of the students". (p. 81)

Another assumption we make is the influence of positive role modelling. By embodying ethical decision-making, empathy, and a growth mindset, we aim to inspire students to become responsible and lifelong learners. Bandura's (1986) social learning theory supports this assumption. He mentions that learning includes moral judgments regarding right and wrong which can in part, develop through modelling.

Furthermore, we assume that student empowerment plays a crucial role in

fostering engagement and ownership of learning. By providing opportunities for student agency, autonomy, and voice, we aim to cultivate a participatory classroom environment. The research by Deci and Ryan (2000) mentions that "fostering workplace conditions where employees feel supported in their autonomy is not only an appropriate end in itself but will lead to more employee satisfaction and thriving, as well as collateral benefits for organizational effectiveness." (p. 20)

Throughout our collaborative work in this course, we have been exposed to diverse perspectives and experiences, enriching our understanding of effective leadership approaches. Research on diversity in leadership, such as the work of Eagly and Chin (2010), highlights the importance of recognizing and valuing individual differences, fostering inclusive climates, and leveraging diverse perspectives for innovation and better decision-making.

Leadership Empowerment and Implications for the Future

Transformational leadership serves as a powerful tool for leaders to achieve shared goals and create an environment that nurtures the growth of future teacher leaders in education. According to Bass (1990), "leadership process is characterized by influence, not only the influence of the leader upon followers, as described by many authors, but the interactive influence between the leader and the followers." (p. 19) This suggests that leadership is not just a personal quality but a dynamic process where individuals develop

their capacities, ideas, confidence, vision, and leadership skills as members of a social group. This process leads to positive changes in the environment and the achievement of mutual goals.

Empowered leaders are unafraid of failure, trusting their teaching abilities while being open to advice and diverse perspectives from their peers. They consistently remind others of the vision, effectively communicating and aligning each team member's goals and values. Additionally, they excel in communication and facilitation, allowing them to identify and attract exceptional talent. Empowered leaders have unwavering confidence in their abilities and actively support the development of talent in others. The success of leadership initiatives relies on the disposition of both the leader and the followers. Leaders play a pivotal role in inspiring their teams to strive for excellence and facilitating their professional and ethical growth.

By embracing transformational leadership, future teacher leaders can shape the educational landscape, empower students, and create an atmosphere of continuous growth and development. These leaders have the ability to inspire change, nurture talent, and foster an environment where mutual goals are achieved.

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Conclusion

The success of leadership plans depends on the disposition of both the leader and their followers, as well as the alignment of goals and values. Empowered leaders who exhibit fearlessness in the face of failure, effective communication skills, and a belief in nurturing talent are more likely to achieve positive outcomes. Collaboration, trust, and a shared vision play vital roles in the success of leadership endeavors.

In terms of ensuring the quality of foreign language education and promoting innovation in schools, a shift towards student-centered approaches is essential. By transitioning from traditional teaching methods to the facilitation of learning processes, teachers can create inclusive and engaging environments that foster student participation, dialogue, and the social construction of knowledge. Embracing technology and innovative teaching methodologies further, enhance language learning experiences.

Additionally, schools should prioritize continuous professional development for foreign language teachers, enabling them to stay updated with the latest pedagogical practices. Collaborations with language institutes, cultural organizations, and native speakers of the target language offer valuable opportunities for authentic language use and cultural immersion. Embracing transformational leadership and student-centered approaches is crucial for achieving these goals and creating a positive impact in educational environments.

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