# Positive Leadership Skills to Improve Employee Performance Assessment 3 Answer

Assessment item 3 – Positive Leader Presentation

Length:10 minutes presentation (plus up to 10 min for discussion &QnA)

Conditions:Individual

Weighting:40%

Please make 8-11 slides having discrioption on each slides which help me for class pleasentation also need intextciataion on slide ans well as description.

The following assessment develops Communication and Social Skills Learning Outcome and Graduate Attribute by facilitating students’ knowledge and awareness about how to run an evidence-based intervention targeted at a specific type of employee so as to develop their communication skills in a professional setting.

Requirements

You are required to developa powerpoint presentation. The powerpointpresentation must be supported by in text citations on ppt ,and description on bottom of slide) and a reference list on the final page. It should show how one small part of the Positive leader theory can be turned into a skill development exercise useful in the workplace.

You must prepare a presentation in a .ppt slide show in accordance with the guidelines and upload this file to Turnitin prior to the deadline.

After the presentation, the Tutor facilitates a 10 min QnA session inviting students in the audience to also ask questions to elicit deeper knowledge of any particular aspect of the presentation or the course material.

Students MUST upload a .ppt to Turnitin with 8-11 slide. No voice over, no recording. Just a standard ppt for a presentation of roughly 10 min, in accordance with the assessment guidelines and marking criteria. Also, if you want to ensure that we can grade your presentation effectively then you may consider including notes in the relevant section of the ppt as well, that way if there is any doubt about the content on the slides we can also review the notes. This is optional - but I encourage it.

Tutors will access these submissions and use them as a basis for assessing the live delivery of your presentation in class.

Tutors will allocate 6 of the 8 marks for “Presentation” towards the actual live delivery of the presentation and the QnA.

Please note that you MUST upload your Powerpoint slides through Turnitin.

Chose one topic

1. Develop a presentation showing how you would use positive leadership skills to convince your management (or Board of Directors) of an idea that would improve employee performance (engagement/wellbeing).(how can we improve well being, resilience,hope,optimis) of an organisation and their employees.

Oral presentation procedure:-

2. Clearly introduce organisation/topic - max 1 minute

3. Briefly state how the relevant theory max 3 minutes relates to the situation

4. Focus on the practical skills-based activities and how they will benefit employee wellbeing - maximum 3 minutes

5. BE PREPARED to answer questions from the audience - 2-3 minutes

Points to be noted

* Please use 6-8 academic articles

Intext ciatation is very very important in each and every statement in PPT slides and description of the bottom slide with page number .

* Please include at least one activity that help to improve  the improve employee performance (engagement/wellbeing).
* Ppt slides is 10-11 slides maximum.
* Plese use my articles.
* We are presenting to CEO or board of director so think yourself as a consultant so,
* Choose a real organisation of Australia where im giving my ideas to improve well being their employess
* Key words:-Target resilence in workplace,develop resilence, Psy cap, etc
* Examples for intext citation for ppt slides and slide description. ( all in text ciatation must include page numbers. For eg, Avolio (2005, p. 324) opined that self-awareness is not destination point but can be termed as a rising procedure that enables the individuals to become alert about personal talents, weaknesses, strength, core values and desires. Personality deals with the understanding of the values and the ways it influences the job selection and behaviour in the workplace. Roberts et al. (2006, p.29) mentioned that self-awareness alters the personality of the individual through the life which reflects intrinsic maturation of the psyche.
* Thus, understanding personality is crucial. It is for this reason that I have undergone a Myers- Briggs Type Personality Test and Big Five personality test for having a better insight about my personality traits. As per the findings of Myers- Briggs Type test, the four basic personality traits which are found in me are introvert, sensing, feeling and judging (Appendix 1). As an introvert person, I am thought oriented and focus on meaningful interaction and spending time alone. As a sensing person, I emphasise on details and reality and love together experience. However, my emotion often drives my decision making, and this sometimes prevents me from attaining success. As a person with judging personality, I prefer structure and firm decision making.  Although my emotions often prevent me from making firm decisions and urge me to act empathically.
* As per the Big Five Personality Test, I am 77% open, 75% conscientious, 44% extrovert and 54% agreeable with 52% Neuroticism traits (Appendix 2). This implies that I am quite adventurous, creative and prefer complex thinking. Being a conscientious person, I am quite organised and determined while undertaking any action. However, I am an introvert who loves conserve energy for fruitful work rather than chilling out meaninglessly. I love to cooperate with others but also focus on my personal needs. Sometimes I become sad when pressurising underwork or unable to attain specific objectives.
* The personality trait suggests that during an interview, I can be punctual and able to exhibit a positive attitude. However, my introvert attitude can prevent me from opening up in front of others. I need to work upon my socialising and communicating to ensure that I work efficiently and cooperative with others.
* 2.2 Values and Motivators
* Parks & Guay (2009, p.676) defines values as the preferences of the individuals that they have for the different environments. Values seem to have a strong connection with career choice. Values are associated with an attitude, which includes job satisfaction. For instance, an individual who values autonomy will be satisfied with the job that offers discretion. Values create an influence on individual behaviour through habitual routines, and cognitive processing is not required values for influencing behaviour. Personality affects the values of an individual to a great extent. As an individual with openness trait, I strongly possess benevolent values and universalism values. The benevolence value stands for been loyal and cooperative while universal value seeks for wisdom and freedom. This implies that I am open to creative ideas and love to work in an organisation that offers a positive work environment encouraging individual growth through participation and encouragement. All these factors would act as successful motivators for my professional career.
* Being a person with a contentious personality, I prefer conformity and achievement values. Conscientiousness is strongly related to motivation by using a motivational framework (Parks & Guay 2009, p. 678). It acts as the predictor of the task and is associated with influencing the behaviour of the individuals. Thus, I am achievement-driven and like to organise my tasks. I set goals and remain motivated when goals come with certain rewards and recognition.
* Personality creates an impact on job performances through the motivational process (Parks & Guay 2009, p.679). The motivational factors for the employees vary based on personality traits and values. As per Maslow’s Motivational theory, the needs of the individuals are always arranged in hierarchical, and once one need is fulfilled, the individuals aspire towards other needs (Atta-Panin 2015, p.46).
* 2.3 Emotional intelligence
* Emotional intelligence is an important tool of self-awareness as it creates an impact on the performance of the individual in an organisation. Emotional intelligence enhances the productivity of the employees (Sahdat et al. 2011, p.821). Awareness of emotional intelligence would create a better scope for managing emotions. The emotionally intelligent people remain more satisfied with their job as they are aware of the factors that motivate them. Change their mood or create stress from them. Research has made it evident that self-awareness of emotional intelligence has enabled the employees of IT industry to regulate themselves in work (Raman 2017, p.10723).

## Answer

# ****SLIDE 1: TOPIC****

* Positive leadership qualities help in improving the optimism, well-being, hope and resilience of the employees(Luthans et al., 2007,p.541-572).
* The most desirable leadership qualities include excellent communication abilities, passion and commitment, inspiring capabilities, delegation and empowerment of employees, honesty and integrity, confident decision-making and many others.
* Workplace resilience on the other hand is the intrinsic characteristics of employees that helps them cope with the strains and stresses in the workplace (Tugade, Fredrickson, & Barrett, 2004, p.1161-1190).

SN: Positive leaderships skills are crucial to any business organization as it helps in proper management of the staff members while increasing their productivity through motivation and leasing by example. Moreover, such leadership qualities also help in improving the optimism, well-being, hope and resilience of the employees (Luthans et al., 2007,p.541-572). The most desirable leadership qualities include excellent communication abilities, passion and commitment, inspiring capabilities, delegation and empowerment of employees, honesty and integrity, confident decision-making and many others. Workplace resilience on the other hand is the intrinsic characteristics of employees that helps them cope with the strains and stresses in the workplace (Tugade, Fredrickson, & Barrett, 2004, p.1161-1190). The workplace resilience of employees can be increased by implementing relevant leadership qualities and theoretical framework within the organization.

# ****SLIDE 2: AIM****

* Australia and New Zealand Banking Group (ANZ) should implement positive leadership skills to increase the workplace resilience of its employees and handle the demands and pressure of daily life in a strategic manner.
* The primary aim of the presentation is to determine the positive leadership skills while the secondary aim is to use those skills in ANZ for increasing employee resilience in the workplace.

SN: The presentation is represented as a proposal for the CEO of Australia and New Zealand Banking Group (ANZ) to implement positive leadership skills to increase the workplace resilience of its employees and handle the demands and pressure of daily life in a strategic manner. The primary aim of the presentation is to determine the positive leadership skills while the secondary aim is to use those skills in ANZ for increasing employee resilience in the workplace. Some relevant theoretical frameworks of leadership have also been proposed for the CEO to decide from and select the most ideal for his company.

# ****SLIDE 3: POSITIVE PSYCHOLOGICAL CAPITAL****

* According to the positive psychological capital theory, there are four characterization of PsyCap which includes hope, self-efficacy, resilience and optimism (Whetten, Felin, and King’s, 2009, p.537-563).
* All the constituents of PsyCap when considered together, forms an integrated core construct which is at multidimensional and at a higher order.

SN: While psychology has been mostly used to treat mental illness, in modern workplaces, individuals go through their developmental state attributed as positive psychological capital otherwise known as PsyCap. According to the positive psychological capital theory, there are four characterization of PsyCap which includes hope, self-efficacy, resilience and optimism (Whetten, Felin, and King’s, 2009, p.537-563). Among these individual characterizations of PsyCap, resilience is deeply connected with the relationship of the employee with the leader. In fact, all the positive psychological resources are needed for developing a relationship between the leader and the followers (Seligman and Csikszentmihalyi, 2000, p.279-298). All the constituents of PsyCapwhen considered together, forms an integrated core construct which is at multidimensional and at a higher order.

# ****SLIDE 4: CONTRIBUTION OF LEADER-EMPLOYEE RELATIONSHIP QUALITY ON EMPLOYEE RESILIENCE****

* As a result of this improved bond between the leader and the follower, the PsyCap resources of the employees also increase significantly (Yammarino and Dubinsky, 1990, p.87-106).
* As high-quality relationship tends to promote a mutual trust, respect and appreciation between the leader and the follower, the employees follow the similar path as the leader on ways to handle workplace pressure and thus increases their own resilience in the process (Masten and Reed, 2002, p.74–88).

SN: The psychological capital of leaders in an organization can promote better quality of relationship between the leaders and their subordinates. As a result of this improved bond between the leader and the follower, the PsyCap resources of the employees also increase significantly (Yammarino and Dubinsky, 1990, p.87-106). Workplace resilience, being a necessity for increased productivity, ANZ should focus on the positive psychological capital of the leaders in order to improve the relationship quality with the employees. Due to such positive changes, the workplace resilience of the employees also tends to increase and they are able to better cope with the stresses and strains while bouncing up from the pressure. As high-quality relationship tends to promote a mutual trust, respect and appreciation between the leader and the follower, the employees follow the similar path as the leader on ways to handle workplace pressure and thus increases their own resilience in the process (Masten and Reed, 2002, p.74–88).

# ****SLIDE 5: RESILIENCE AS A PREDICTOR OF CREATIVITY****

* Studies have shown that employees are who are resilient in the workplace are able to overcome their psychological pressure and strive more knowledge and experience while also engaging in social interactions with other individuals (Youssef & Luthans, 2007, p.774-800).
* Handling uncertain situations allows them to come up with new ways of doing things which is clearly a sign of a creative mind (Philippe, Lecours& Beaulieu-Pelletier, 2009).

SN: Studies have shown that employees are who are resilient in the workplace are able to overcome their psychological pressure and strive more knowledge and experience while also engaging in social interactions with other individuals(Youssef &Luthans, 2007, p.774-800). However, a correlation between resilience and higher levels of creativity has been identified due to the curious approach of resilient employees which keeps them open new experiences. Moreover, due to their coping mechanisms with stress, such individuals are also able to improvise in challenging situations. Handling uncertain situations allows them to come up with new ways of doing things which is clearly a sign of a creative mind(Philippe, Lecours& Beaulieu-Pelletier, 2009). It is quite evident that resilient employees can recover faster from negative emotional experiences and tend maintain a positive emotional state even under stressful conditions.

# ****SLIDE 6: AUTHENTIC LEADERS AND EMPLOYEE RESILIENCE****

* In most cases, authentic leaders focus on promoting excellent interpersonal relationships and providing social support to employees which forms the basis of resilience (Avolio & Gardner, 2005).
* Authentic leaders also try to encourage their employees thus assuring them psychological safety and increasing their self-confidence.

SN: One of the major responsibilities that authentic leaders play in an organization is to further strengthen the resilience of their employees. In most cases, authentic leaders focus on promoting excellent interpersonal relationships and providing social support to employees which forms the basis of resilience(Avolio & Gardner, 2005). In addition to this, authentic leaders also try to encourage their employees thus assuring them psychological safety and increasing their self-confidence. This in return, helps the followers better cope with problems and overcome any adversities with their resilient nature (Ilies et al., 2005, p.373-394). Furthermore, instilling positive emotions and optimism among the followers are necessary to develop resilient characteristics and is taken care of by the authentic leaders of the organization as well.

# ****SLIDE 7: THEORETICAL FOUNDATION OF PSYCHOLOGICAL CAPITAL****

One of the core focuses were on positivity which was assumed to be a major player of improving employee performance (Snyder & Lopez, 2002).

Although each of the individual components are not so essential when considered separately, but have a multidimensional positive effect on employee performance when acted upon as a whole (Cameron &Caza, 2004, p.731-739).

SN: Business organizations have long been relying upon psychology to determine what attributes and situation in the workplace leads to the flourishing of employees in terms of productivity and potential. One of the core focuses were on positivity which was assumed to be a major player of improving employee performance (Snyder & Lopez, 2002). Based on several researches of clinical psychology, it was determined that aspects like hope, optimism, self-efficacy and resilience was intrinsic to such positive emotions and triggered a more productive outcome for employees. All these attributes were collectively the reason for positive psychological capital and they had some shared mechanisms among them. Although each of the individual components are not so essential when considered separately, but have a multidimensional positive effect on employee performance when acted upon as a whole (Cameron &Caza, 2004, p.731-739). However, the building of PsyCap is an ongoing developmental process which can be used by organization leaders to make their employees more resilient to stressful situations in the workplace.

# ****SLIDE 8: AUTHENTIC LEADERSHIP THEORY****

* As a result of such approaches, the followers are able to improve their own authenticity and performance (Clapp-Smithet al., 2009, p.227-240).
* These components include transparency in relationships, self-awareness, internal moral perspective and balanced processing (Walumbwa et al., 2010).

SN: According to this leadership theory, it is the psychological capacity and experience of the leaders that help them promote positive behaviors in the organization through greater self-awareness. As a result of such approaches, the followers are able to improve their own authenticity and performance (Clapp-Smithet al., 2009, p.227-240). The authentic leadership theory can be summarized as an ethical leadership approach that promotes an open information sharing environment by prioritizing all followers involved in the process. There are four major components that are carried out under this theory for developing mutual trust and a healthy work environment. These components include transparency in relationships, self-awareness, internal moral perspective and balanced processing (Walumbwa et al., 2010).

# ****SLIDE 9: SOCIAL EXCHANGE APPROACH (LMX RELATIONSHIP)****

* As employees and their leaders focus on matured partnerships, they tend to develop an effective leadership style which makes both parties interdependent on each other (Graen and Uhl-Bien, 1995).
* This leadership theory is quite unique from other average leadership styles as it promotes more open social exchanges between the leader and the followers (Schriesheim, Castro and Cogliser, 1999, p.63-113).

SN: As employees and their leaders focus on matured partnerships, they tend to develop an effective leadership style which makes both parties interdependent on each other(Graen and Uhl-Bien, 1995). It is through LMX, the high-quality relation between leaders and followers tend to yield more desirable organizational outcomes. This leadership theory is quite unique from other average leadership styles as it promotes more open social exchanges between the leader and the followers (Schriesheim, Castro and Cogliser, 1999, p.63-113). This development of mutual understanding, appreciation, trust and respect forms the basis of workplace resilience for the employees.

# ****SLIDE 10: CONCLUSION****

* ANZ should be considering the outcome of a positive approach in their organizational culture to ensure their employees are more resilient to psychological stress and pressure.
* Implementing the authentic leadership theory along with the framework for psychological capital concept would ensure greater productivity from the employees as they would be able to cope better with the workplace issues.

SN: ANZ should be considering the outcome of a positive approach in their organizational culture to ensure their employees are more resilient to psychological stress and pressure, Moreover, implementing the authentic leadership theory along with the framework for psychological capital concept would ensure greater productivity from the employees as they would be able to cope better with the workplace issues.