

At the beginning of my career, I thought that good leadership implied giving clear directions and rushing towards making decisions. The assumption was questioned when I was tasked with a regional market expansion assignment with a sales team that trades in culturally diverse markets. I was confident in my ability to plan, so I created a comprehensive rollout plan and shared it in formal timeframes and performance goals. However, this idea failed before execution. There was a lack of engagement between team members, missed deadlines, and informal resistance increased. Instead of working harder, I stopped and asked to get some feedback. As a result of open dialogues, I observed that my style had failed to consider cultural differences in communication and decision-making. Some team members appreciated group deliberation rather than speed, while others believed that the plan failed to consider local market realities. Although my leadership style was efficient theory-wise, it had inadvertently constrained ownership and trust. I aligned myself by engaging the team members during strategy refinement. We also develop regional working groups, promote open discussion, and design schedules while considering local limitations. This shift changed the project direction.

Now, the participation was enhanced, the implementation was efficient, and the growth was achieved successfully. More to the point, the experience transformed my conceptualization of leadership at its core. I was taught that a good leader must have humility, flexibility, and contextual sensitivity. Powerful leaders do not dictate; they collaborate. This experience will impact my leadership development at the London Business School. The structure of the LBS, where the learning is highly international and collaborative, reflects the complexity of the situation I encountered in this project. I will persist in shaping an inclusive, culturally intelligent style of leadership through various group work, leadership simulations, and global learning experiences. I will welcome diversified opinions and apply the idea of reflection to improve my

decision-making style. London Business School will enable me to become a responsible and accountable leader.