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EXTENDED ABSTRACTS BOOK

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INTERACTIVE LEADERSHIP STYLES "iLEAD-STYLES" AMONG SCHOOL LEADERS

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ABSTRACT

Leadership has become essential for successful change in any organization facing contentious global competitiveness. It is very important to understand what type of leadership styles school leaders exhibit. A leadership assessment will inform one about what kind of person he or she is. It is a critical factor in the journey to becoming a better leader. Self-awareness of one's personal qualities and leadership skills can exponentially improve how he or she leads an organization and deals with others. Learning more about himself can increase leadership effectiveness. Leaders will gain the team members' support and trust if they honestly assess their leadership capabilities. As a result, it will boost their credibility. However, there are many different leadership-style inventories out there. On the contrary, most of them could be more interactive and thought-provoking for the leaders based on the market analysis findings. Most inventories do not create self-conflict among leaders based on their pre-existing and perceived thoughts. Thus, this thought-provoking interactive Lead-Styles challenges learners to explore their perceived and actual leadership styles and strengthens their beliefs if the results are aligned with their thoughts. A survey was done to test the practicality of the style. The findings show that 90% of the leaders found that *'iLead-Styles'* creates self-conflict for them to know more about their leadership styles, and 85% of the community found that it helps them to explore more about their leadership styles and it is very interactive.

Keywords: Interactive, Leadership Styles, iLeadStyles

1. INTRODUCTION

Over the past forty years, organizations and researchers have become obsessed with leadership and tried to break down the phenomenon into a common set of metrics (Vries, 1993; Goffee & Jones, 2000; Higgs, 2003; Conger & Toegel, 2002). Leadership has become essential to a successful change in any organization facing ever-contentious global competitiveness. It is very important to understand what type of leadership styles the school leaders exhibit. In this paper, an interactive way of assessing leadership style has just come into view. A leadership style assessment will inform a person about what kind of leader he or she is. Thus, it is a critical factor in becoming a better leader. Self-awareness of personal qualities and leadership skills can exponentially improve how a person leads an organization and deals with others. Thus, it can increase their leadership effectiveness in the process. Leaders will be able to gain the support and trust of the organization if they have an honest assessment of their leadership capabilities. In that regard, it, in turn, will boost their credibility. Similarly, Goleman's six leadership styles article "Leadership That Gets Results" offers a new framework for rating leadership skills, from which style profiles can be generated and connected to the environment

in which the leader works. Additionally, subscales are included, allowing the user to assess the leader's effectiveness and the followers' dedication.

2. METHODOLOGY

This part discusses the methodology of the research. The ADDIE development model was employed. It is one of the systematic learning design models chosen after a careful examination. This model was developed methodically and is based on the theoretical underpinning of innovation design. The steps in this paradigm are (1) analysis, (2) design, (3) development, (4) implementation, and (5) evaluation. Figure 1 depicts the ADDIE Model phases visually. The table below shows the process done in this innovation project.

Figure 1 Phases in ADDIE Model

3. FINDINGS

This section discusses the findings and analysis of data collection. The researchers collected data from tests, student satisfaction surveys, and interviews after applying the Interactive Leadership Styles to 10 leaders. Table 1 depicts the findings of the survey. Based on the findings, most of the teachers found that the Interactive Leadership Styles did help them in learning their styles, and most of them would like to promote it to others to maximize its impact. However, one respondent stated that he/she would not like to use the Interactive Leadership Style again. Therefore, further exploration may be carried out to identify the factors and opinions of this respondent. The findings showed that 90 percent of the leaders found this leadership style assessment creates self-conflict for them to know more about their leadership

styles. Also, 85% of the community found that it helps to explore more about leadership styles and is very interactive.

No	Item	Scale				
		1	2	3	4	5
1.	I can learn my leadership style by using Interactive Leadership Styles.	0 (0.0%)	0 (0.0%)	1 (10.0%)	3 (30.0%)	6 (60.0%)
2.	I can understand the content of the leadership styles easily.	0 (0.0%)	0 (0.0%)	1 (10.0%)	2 (20.0%)	7 (70.0%)
3.	I strive to answer all questions in the Interactive Leadership Styles	0 (0.0%)	0 (0.0%)	0 (0.0%)	6 (60.0%)	4 (40.0%)
4.	I have fun learning my leadership style with the Interactive Leadership Styles.	0 (0.0%)	0 (0.0%)	1 (10.0%)	3 (30.0%)	6 (60.0%)
5.	I became more interested in learning leadership styles after participating in the Interactive Leadership Styles.	0 (0.0%)	1 (10.0%)	0 (0.0%)	2 (20.0%)	7 (70.0%)
6.	I want to use the Interactive Leadership Style again in the future.	1 (10.0%)	0 (0.0%)	0 (0.0%)	3 (30.0%)	6 (60.0%)
7.	I want to promote Interactive Leadership Styles with my friends in the future.	0 (0.0%)	1 (10.0%)	0 (0.0%)	4 (40.0%)	5 (50.0%)

Table 1 Findings of Student Satisfaction Survey

4. CONCLUSION

There are many different leadership-style inventories out there, but most of them are more interactive and thought-provoking to the leaders (based on market analysis). Most inventories do not create self-conflict among leaders themselves based on their pre-existing and perceived thoughts. Thus, this thought-provoking leadership assessment challenges leaders to explore their perceived and actual leadership styles and strengthens their beliefs if the results are aligned with their thoughts.

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Sekian, terima kasih.

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Setuju.

27.1.2023

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