



Discovering Case-Specific Leadership Traits and Styles

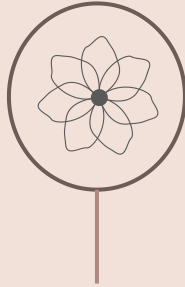
3 Individuals whose leadership styles
and worldview impacted me

By Phillip Yonekawa-Blest

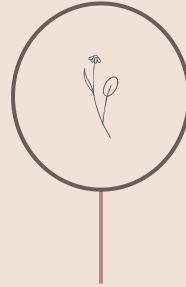
Overview



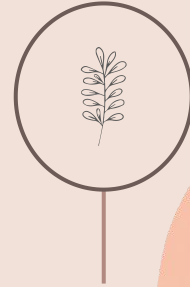
Personal Leadership Philosophy




Leader Introduction



Leader Analysis



Overlap
Thank you



Personal Leadership Philosophy

Definition

"The belief-inspired process of serving, humanizing, and directing others to motivate efforts toward task completion and exemplify reasons to reciprocate."

PLP Definition Components

- Encapsulates Authentic, Servant, Situational, and Transformational Leadership Models.
- Authentic: "The belief-inspired process of serving"
Reasoning for leading comes from a genuine, constant set of beliefs that motivate all my actions. (Northouse, 1996)
- Servant, Transformational, and Authentic: "Serving" implies a counterintuitive leadership approach where the leader goes out of their way to support and tend to a followers' needs. Self-interest is suppressed.
- Situational: Humanizing conveys core values from both the servant and authentic leadership models.

My Interviewees

01

Charlie Collins

Peer Leader: A high school junior in VA.

02

Joel Blest

Mentor Leader: Code Lilac Coordinator and Board-certified staff chaplain at Memorial Hermann

03

Mr. Tran

Aspirational Leader: Team Deputy Leader at NASA



Peer Leader



Who is Charlie?

- High School Junior in VA
- Funny, Selfless, Self-deprecating
- Future Career: Wants to become a pastor

“Humility is not thinking less of yourself, it's thinking of yourself less.”

- C.S. Lewis.

The background is a solid light beige color. It features three abstract, organic shapes: a large, muted purple shape in the top left corner; a smaller, light orange shape in the top right corner; and a large, light pink shape in the bottom right corner.

"In band, you're only as strong as your weakest link."

-Charlie Collins

Charlie's Leadership Approach

Transformational Leadership:

Mentors his percussionist group knowing they are the band's future leaders

Servant Leadership: Exemplified in organizational activities in band as well through volunteering at his church

Situational: Making sure that each specific, unique band player is supported in a style that maximizes goal productivity

Relevant to Case Study:

Path-goal: Always encouraging and used donuts as motivation if his band won

Authentic Leadership: They didn't, but he still rewarded them. His reasoning behind this conveys extensive values beyond tasks and team goals



Mentor Leader

Who is Joel Blest?

- board-certified chaplain at Memorial Hermann and Children's Memorial Hermann for the last 15 years.
- Helped introduce and implement Code Lilac, a staff support protocol, at Memorial Hermann.
- Recently appointed as the Code Lilac Coordinator
- Currently getting an IASCC Green Belt Certification
- Bachelor's in Business and a Master's in Theology

Joel's Leadership Approach

Authentic: Passionate about his work, very self-disciplined, and acts on his values.

Servant: His “natural feeling” to serve emerges from the values instilled in his leadership model instilled in his religious worldview

Leadership Ethics: Postconventional morality. Has a moral set of beliefs, a large subset of which his actions never contradict.

Transformational: Faith aspect, emulating a transformational leader (teachings of Jesus) continues the cycle

Team Leadership: He is the “point” person for the Code Lilac board

Aspirational Leader

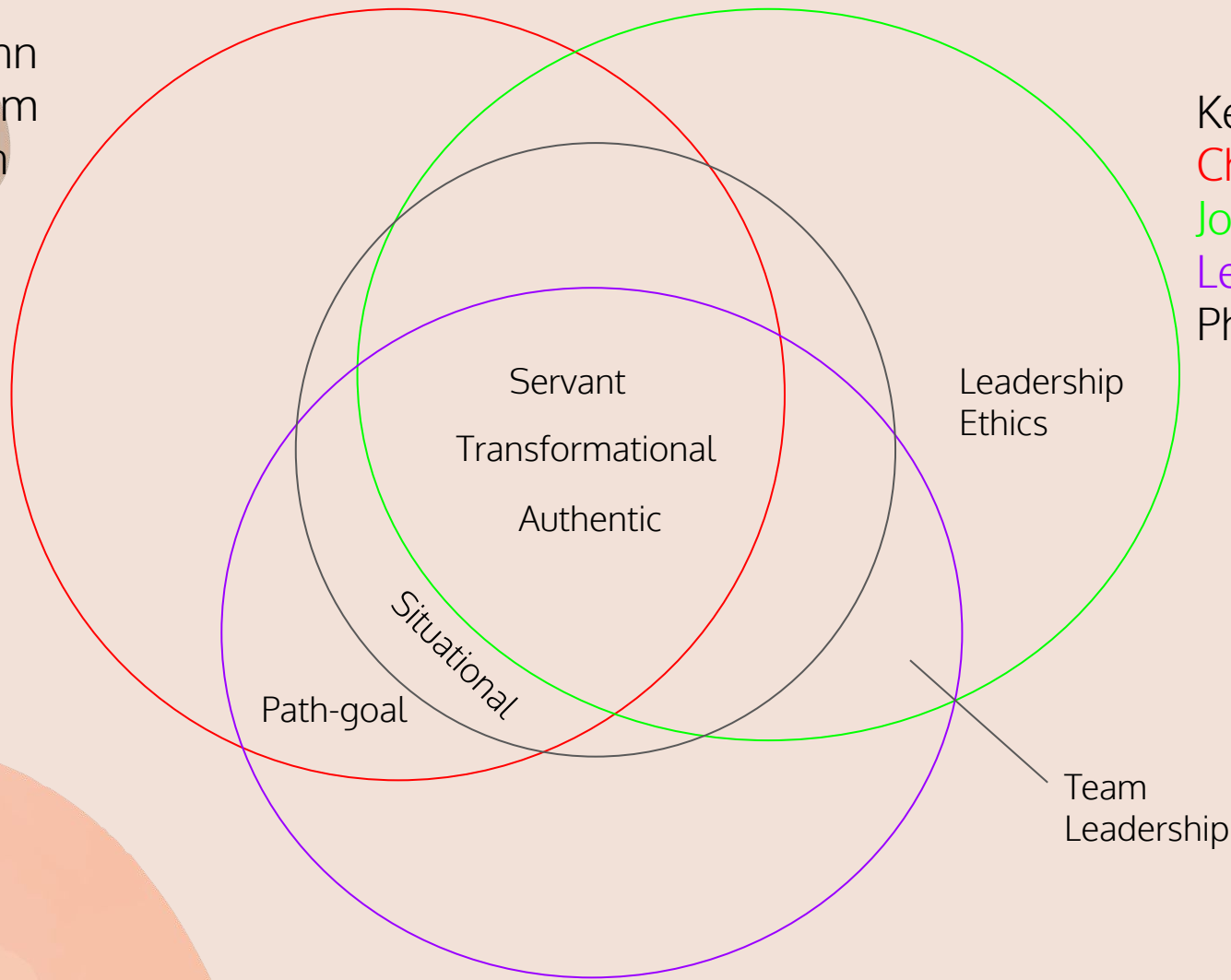
Who is Mr. Tran?

- Has worked at NASA for the last two decades
- U.S. Navy Veteran
- Earned his masters at Rice
- Conducts weekly Sunday school for kids through BSF
- Often leads my small group Zoom church

Leo's Leadership Approach

- Team Leadership: Over two decades of experience working with teams at NASA (using situational, LMX, etc.)
- **Servant** Leadership: Weekly voluntary service in a leadership position exemplifies servant leadership
- **Authentic** and LE: Displays values and developed ethics via leadership in my small group church
- **Transformational**: Faith aspect, using moral set of beliefs from text as a leadership model.

If a Venn
Diagram
was on
drugs:



Key:
Charlie, Red
Joel, Green
Leo, Purple
Phillip, Black

Why So much in Common?

Our similar leadership models are a product of deriving relevant applications from the same leadership model, the same case studies, etc. These resources come from the the same worldview.

The belief system at the core of each leader's approach is based on the central theme on inclusion, loving your enemies, and advocating for the voiceless marginalized to both support human flourishing and inspire others to support human flourishing.

THANK YOU

Any questions?

If you would like to
connect outside of class:

 @phillipblest