I was unsure which subject in the POM (production and operations manager) would assist me to enhance my soft skills in leading and managing people before beginning the program. My ultimate desire was to leave everything behind and go to a new nation in North America. As the first semester ended, leadership and organizational behavior emerged as a powerful and effective learning tools for me. At the beginning of the semester, the leadership course was quite tricky because of the numerous new ideas that had to be learned. Because of this, I opted to begin the leadership development process following the course plan, syllabus, and professor's advice. – (Scott, 2019). Additionally, I studied to better comprehend the basic notion of leadership more so in the production department. This was done simultaneously. Two more things that aided my search for greater self-awareness were the professor's plethora of specialists and quizzes (Scott, 2019). There was a detailed explanation of the test results when the tasks were completed. You can learn a lot more by working in groups, and this was an excellent way of accomplishing that goal.

I now realize that my leadership path began 8 years ago when I was a bachelor's university student studying and practicing leadership. My professor decided to allow me to lead the production department class when he wasn't there, particularly late at night or on vacations, because of my high energy and desire. Honesty tells me it was a difficult task to organize and lead that team of students, some of whom were graduate students and older than I was. I learned a lot about leadership and soft skills through my two years of fantastic academic experience. After graduating from college, I experienced the same thing. My first two years of employment in Hershey Company taught me that it takes roughly two years to become an expert in the production department. The company counted me among its highly motivatedproduction personnel in the production department. Due to an internal promotion, my boss was abruptly forced to leave the firm. As the department's second-in-command, I was given more responsibilities. One of the most challenging projects I've ever undertaken. A conversation I had with my boss just before he left is etched in my mind.

He wanted to help me take charge of the production department, so he encouraged me to do so with the help of his five team members. He had such faith in my abilities. As aPOM-certified manager, he also sought to teach me leadership skills, train me, and support me a great deal." It was through him that I learned not to be frightened of failing. He reminded me of fantastic team members that I can motivate and align with my enthusiasm for the company's vision and purpose. He was right. I have fantastic team members. Soon after that 3-year stint at America's most significant e-commerce "Hershey Company," I became a production manager in the company. My new role as production manager included overseeing a team of 20 specialists and supervisors in a fast-paced and complex setting. Senior managers were expected to participate in various programs and self-study to improve their leadership abilities. In the United States, we began taking an up-to-date leadership course. As part of our team's leadership development, we were given a certified coach from the United States. Now I'm excited to get started in the POM program. It was an excellent idea to take a year off after 5 years of experience to reflect. Yes, to take a breather and reflect on the first decade of my professional life. With the help of an experienced and competent coach and leader, I was able to take a leadership program that I enjoyed. I am grateful for the opportunity to apply to the MBA program, which was also prompted by my closest friend and coworker a few years ago.

**My self-awareness and leadership profile**

Self-awareness is an essential part of adaptive leadership (Northouse Leadership, 2019). This quiz helped me get to know myself. After studying, I discovered that adaptive leadership requires a diverse team. To be a good boss, you need to be open to new ideas and perspectives from your employees. There is a lot of potential for us to increase our creative abilities. Emotional intelligence is a prerequisite (Northouse Leadership, 2019). Another essential lesson I learned was that an adaptable leader motivates people to act. Of course, this does not imply a greater level of dedication to the team member in question.

The Myers-Briggs Personality Type Indicator When I researched this model (Breckenridge, 2018) and took an online exam, I was able to put the model to the test. That's me: an ENTJ. Myers-Briggs Type Indicator (Myers-Briggs, 1998) prompted me to study my personality type. After learning about my personality type, I was taken aback. However, the exam suggested that I was not an extrovert. Even if there is a range, I am an introvert who pretends to be an extrovert (Breckenridge, 2018). I'm more of a pretender than a real person. In other words, I'm attempting to become the person I want to be. I can, however, modify my personality. Some of the characteristics of an INTJ include that I always have a plan, cannot tolerate a monotonous work schedule, or tend to zoom out (Sólo, 2017).

As a means of resolving disagreements and negotiating harsh terms: As a procurement manager in the United States, I had to deal with many tough talks at work due to currency fluctuations and the severe depreciation of the American dollar. My day-to-day interactions with customers and suppliers, both internal and external. I learned significantly from this article (Forbes Coaches Council, 2017). It is critical to show concern for all parties in negotiations and communication. Even if you're secure in your viewpoint, it's a good idea to be open to change. Leading in a complex environment requires a fundamental principle: differentiating between positions and their associated perks. An excellent method for dealing with issues is to put ourselves in their shoes all the time.

**The Challenges I faced in the Leadership Journey**

I assumed that my leadership path had just begun following my self-assessment and leadership training. We can no longer blame others for our failures. There is no mechanism to charge the team or the company for the shortfall. I have severaldifficulties in this area. It's not simple to motivate and lead a company's human resources, or maybe we should say intellectual capital. Since humans are involved, it's a maze of complications. Effective change management is an absolute must in today's dynamic and uncertain world. To effectively manage change, I'll need to improve my soft skills to recognize and address all potential roadblocks. Emotional intelligence may be difficult to cultivate in the workplace, especially when it's at odds with the organization's goals or values. It's challenging to identify the best path. In addition, it isn't easy to get everyone on board with the same objective and motivate them to work together toward it.

**Conclusion and My Action Plans**

To be a successful leader, we need more than a grasp of leadership theory and a thorough understanding of our leadership style. Good leaders have a strategy after assessing their strengths and shortcomings and the threats and opportunities presented by the external environment. Because of this, I aim to:

1) I want to devote a significant portion of my POM studies to courses focusing on the notion and development of leadership. We can learn from these instances that organizational behavior and human resources are valuable examples. Many of the program's projects are team-based. To practice my leadership skills in a classroom setting, I plan to adopt a new leadership stylefor my team.

2) Besides pursuing an POM, I want to work part-time as a police officer. To succeed as a police officer, you must have both soft and hard skills at a high level. As a police officerworking in an challenging environment, my leadership abilities would be honed.

3) Mountain Climbing is a favorite pastime of mine. I've served as a team leader for onenon-profit organization in the United States that promote outdoor recreation and conservation. I want to meet more people in Vancouver by joining a club like this. I am sure that I plan to restart my social work shortly andcontinue serving in the same capacity in North American NGOs. Gaining foreign leadership experience in many cultural contexts would be beneficial to me.

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