

Transformational Leadership

Personal Contact XXX,

Date.

Branch Manager,

Address XXX,

Dear Sir,

Hello, Lynette, I am writing this letter to describe my leadership qualities and respond to approaches to address diversity in our clinic. The project at hand offers an explicit opportunity for me to exploit my leadership skills. I am aware of the project's concerns and requirements in the quest to achieve cultural diversity in our clinic. Ideally, society realizes high levels of cultural diversity, and thus, the organizations should also respond by accommodating the same among the employees. The email you send was precise, and therefore I am joining the project in full understanding of the confine you have in me and the urgency of the matter. Current adversity in society conforms to multiculturalism, and thus it will be a disgrace if the health centers will fail to attain the set standards.

Accordingly, for one to execute the task effectively, the project leader must possess creativity and quality decision making. The figurehead must portray the ability to delegate a task and empower individuals that may poise less skill power. Ultimately, confidence qualities will secure trust among the management board, patients, and teammates in the project's proceeds. During cloudy moments, when the activities assume a recession trajectory, the leader will be required to offer motivation and keep moving with the set goals and objectives in sight (De Jesus-Rivas, Conlon & Burns, 2016). Thus, the project will succeed if the qualities above dignify a capable leader. I believe that the management will settle on the best candidate to engineer its progress towards diversity.

Notably, Alex Gorsky, a leader in John and Johnson, appears as a functional role model in the case scenario and would propose to lead the project. For the last few decades, the chief executive officer has directed John and Johnson towards diversity and inclusion, leading to innovation in the healthcare organization. (De Jesus-Rivas, Conlon & Burns, 2016). Due to his ability to empower workers and exploit their knowledge, the institution has surpassed financial targets for the better part of his reign. Alex is a perfect example of a results-oriented leader who is always available to meet its marks. Ideally, the project's set objectives and goals are clear, and judging from history, the candidate is fit for the job. In recent years, the organization has contributed towards the transformation in the American healthcare sector, and thus, chances of disappointment from Alex are low. The leader is among few in the world championing innovation among various scientific research cultures since annual rewards are awarded to the most prolific and promising scientific context. I have similarities in his leadership style since I often tend to develop followers and realize their potential. In particular, I am excellent at drafting motivational techniques based on performance and uniqueness. For instance, we will set targets for each month, and anyone who will secure additional value needs to orient towards them.

Besides, I will establish a plan that will enhance the inception of diversity and guarantee sustainability in the long run. Alex has been engineering variety to champion innovation and improved performance in his organization. Nevertheless, the global approach might not be suitable for a clinic, and thus, I will assume a less similar approach in countering the issue. Notably, I will look into the realization of interdisciplinary relations between cultures and individuals from employees to clients. In return, the method will accommodate avenues for new ideologies and integration of skills for better performance.

### **Steps to Address Diversity**

When working for the project, I will employ transformational and servant leadership skills. Also, I will work for the greater good in society since diversity will solve multiple problems that cannot be solved by a majority or minority single-handedly. For instance, I will be looking into attaining the goal as a team rather than individually. This leadership approach has made Alex successful in the quest for diversity in his organization and is a factor I wish to emulate. Adversity in the clinical facility is essential, and also accommodating the same aspect within the working environment will be a huge step forward. Moreover, I will discuss charismatic traits that had earned me a reputable name among the role models in various organizations and projects in which I have participated. Ultimately, I will offer qualities that offer subordinates authority, empower colleagues, exercise empathy, and provide moral support.

Ethical and democratic leadership models will suffice the requirements of the projects. The first approach will address the endeavor's objectives and outlines all the requirements to reach the set goals. The majority of meeting sessions will accommodate the delegation assigned with the task drafting possibilities and mechanism to improve the performance record in within the course. As a project leader, I will require to develop an action plan that will include all the measures to enhance the clinic in attaining adversity as one of the main issues affecting the surrounding (De Jesus-Rivas, Conlon & Burns, 2016). Additionally, as a principal, I will be required to have an implementation plan and appraisal framework to guarantee success. The mission and vision statement will help define the values to utilize when exercising case analyses of the scenario above. Moreover, I will delegate the task to lead the opportunity to respect and value differences exhibited in cultures and skin color globally. Nobody should be made inferior following their inability to identify with the majority in any given society. Thus, as the project cheerleader, I must exercise what will be looking forward to achieving.

Consecutively, the recommended steps to drive the clinic towards the realization of diversity will include identifying and modifying the organization's structural makeup. Other critical approaches to follow will be setting the right roles and responsibilities. For example, the management should delegate communication and interaction-related tasks to the Haitian workforce. Moreover, the government will be required to source diverse channels to supply the human and other necessary resources. The local community should be a part of the facility and ought to be filling specified employees, shareholders, stakeholders, and suppliers' positions (Bhattacharya, 2016).

Additionally, various organizations should be contacted as an approach to establish diverse partnerships in the clinical outlet. Notably, the recruitment procedure and requirements necessitate thorough reviews to include multicultural skills to suffice before being enrolled. Finally, the existing workforce demands proper training on how to relate with clients emanating from diverse cultures worldwide. The workers should be subjected to mandatory teaching on the same since, without the execution of serious approaches, the department's progress faces indomitable risks. The council should act as an inference towards the expected outcomes in the working environment. Therefore, the committee to be selected must be diverse as an initial step towards open and critical discussions to generate positive results.

A diverse workforce will assist in improving productivity in the medical sector within the department. The brand will benefit from both local and international boosting. The health sector's creativity will improve, thus leaving the Haitians more satisfied and yearning for more services (Bhattacharya, 2016). It is impossible to realize the performance-based approach without the inclusion of minimal fear and various global perspectives. The latter is also unattainable without executing steps to address diversity issues.

Besides, diversity will be a critical driving force towards global quality in the clinic. The facility's vision is not limited to local development, and thus, innovation will play a massive role in realizing the mission and vision statements. A functional workplace that embraces diversity after solving internal problems will be comfortable with various clients' disentangling issues. The specialization of skills and improvement of the consumer and physician relationship will also achieve a reasonable impact in developing the department's image.

As a professional, I would wish to experience the organization's progress in the next few years after countering impaired inter-professional diversity in the work stations. Overall, the clinic wants to achieve competitive ability and improve the profit margin (De Jesus-Rivas, Conlon & Burns, 2016). Similar endeavors cannot be a reality if we do not address the inclusion challenge during the initial stages. Retention of the workforce will be possible beside reduced turnover periods that will also go a long way in improving patients' loyalty. Therefore, the ultimate solution to any uncertainty facing the organization currently will be to enlist deserving leaders to spearhead the efforts of realizing diversity.

## References

Bhattacharya, T. (2016). Diversity at the Workplace and in Education. *Dynamics of Asian Development*, 39-64. Doi: 10.1007/978-81-322-3595-8\_3

De Jesus-Rivas, M., Conlon, H., & Burns, C. (2016). The Impact of Language and Culture Diversity in Occupational Safety. *Workplace Health & Safety*, 64(1), 24-27. Doi: 10.1177/2165079915607872