

The background features several decorative geometric elements. In the top-left corner, there are several thin, parallel diagonal lines in black, blue, red, and green. In the top-right corner, there is a cluster of semi-circular shapes in red, teal, and blue. In the bottom-left corner, there is a larger cluster of semi-circular shapes in red, teal, blue, and yellow. In the bottom-right corner, there is a large, thin black arc and some thin diagonal lines in red and yellow.

LEADER DEVELOPMENT

WE'RE FROM:

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LEARNING OBJECTIVES :

THE ACTION—OBSERVATION—REFLECTION MODEL

THE KEY ROLE OF PERCEPTION IN THE SPIRAL OF EXPERIENCE

REFLECTION AND LEADERSHIP DEVELOPMENT

**MAKING THE MOST OF YOUR LEADERSHIP EXPERIENCES:
LEARNING TO LEARN FROM EXPERIENCE**





THE ACTION—OBSERVATION—REFLECTION MODEL

The Action—Observation—Reflection (A—O—R) model emphasizes that leadership development is most effective when it involves three processes: taking action, observing the results, and reflecting on their significance. The model illustrates that simply having experiences is not enough; one must actively engage with them to foster growth.



A series of thin, parallel lines in red, blue, black, green, and yellow, angled diagonally from the top left towards the center.

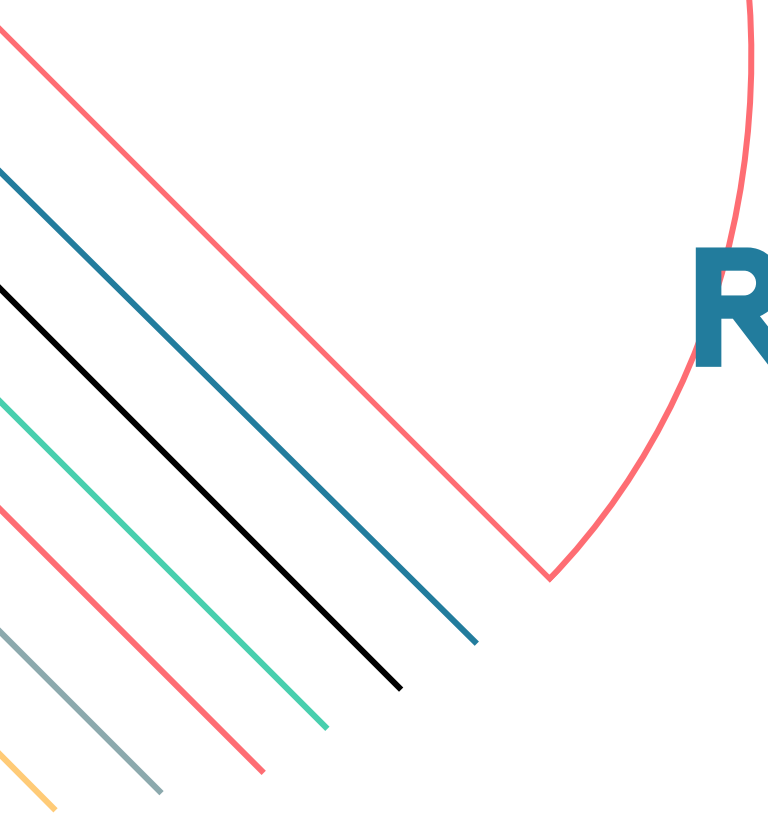
THE KEY ROLE OF PERCEPTION IN THE SPIRAL OF EXPERIENCE

01 - PERCEPTION AND OBSERVATION

02 - PERCEPTION AND REFLECTION

03 - PERCEPTION AND ACTION

In the bottom left corner, there are two semi-circles, one red and one green. In the bottom right corner, there are three semi-circles: one blue, one yellow, and one red, arranged in a cluster.

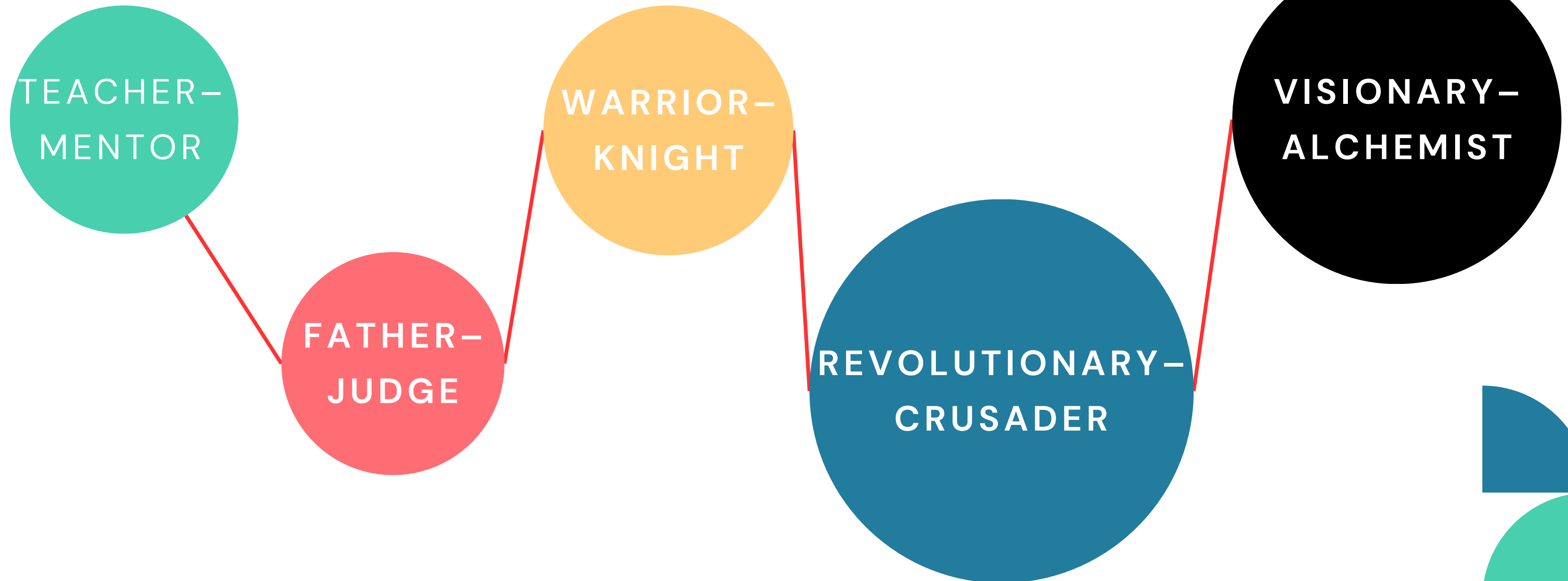
A series of thin, parallel lines in red, blue, black, green, and yellow, extending from the top left corner towards the center of the slide.

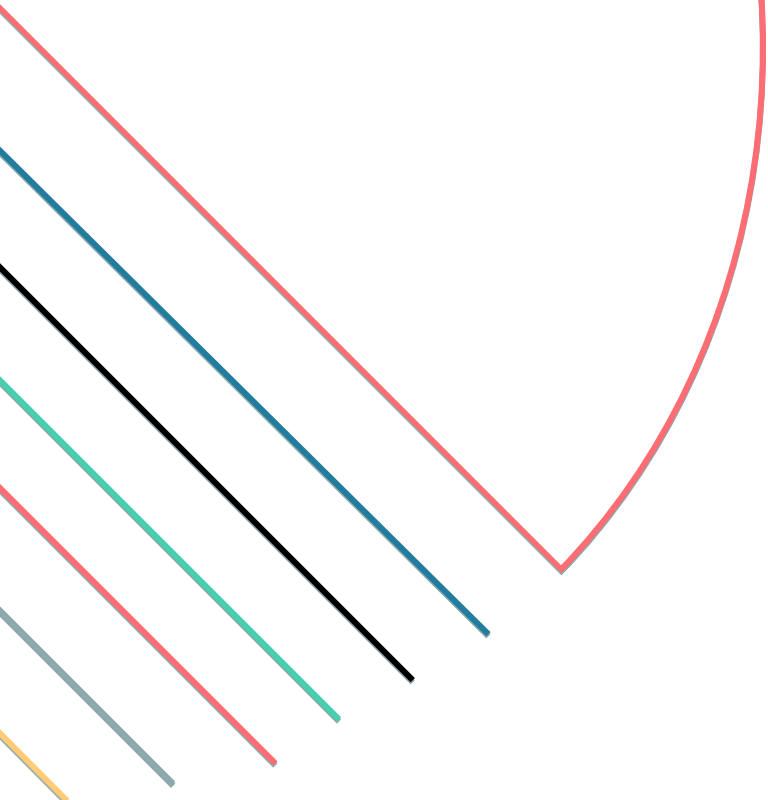
REFLECTION AND LEADERSHIP DEVELOPMENT

Reflection is important because it can provide leaders with a variety of insights into how to frame problems differently, look at situations from multiple perspectives, or better understand subordinates. The importance of reflection in developing executive competence continues to be a major element of advancing scholarly thought and practice.

In the bottom left corner, there are two semi-circles, one red and one teal. In the bottom right corner, there are four semi-circles arranged in a 2x2 grid: teal (top-left), dark blue (top-right), red (bottom-left), and teal (bottom-right).

5 FUNDAMENTAL ARCHETYPES OF LEADERSHIP





SINGLE AND DOUBLE-LOOP LEARNING

SINGLE LOOP

Describes a kind of learning between the individual and the environment in which learners seek relatively little feedback that may significantly confront their fundamental ideas or actions.

DOUBLE LOOP

Involves a willingness to confront your own views and an invitation to others to do so, too. It appears from an appreciation that openness to information and power sharing with others can lead to better recognition and definition of problems, improved communication, and increased decision making effectiveness.



MAKING THE MOST OF YOUR LEADERSHIP EXPERIENCES: LEARNING TO LEARN FROM EXPERIENCE

01 - LEADER DEVELOPMENT IN COLLEGE

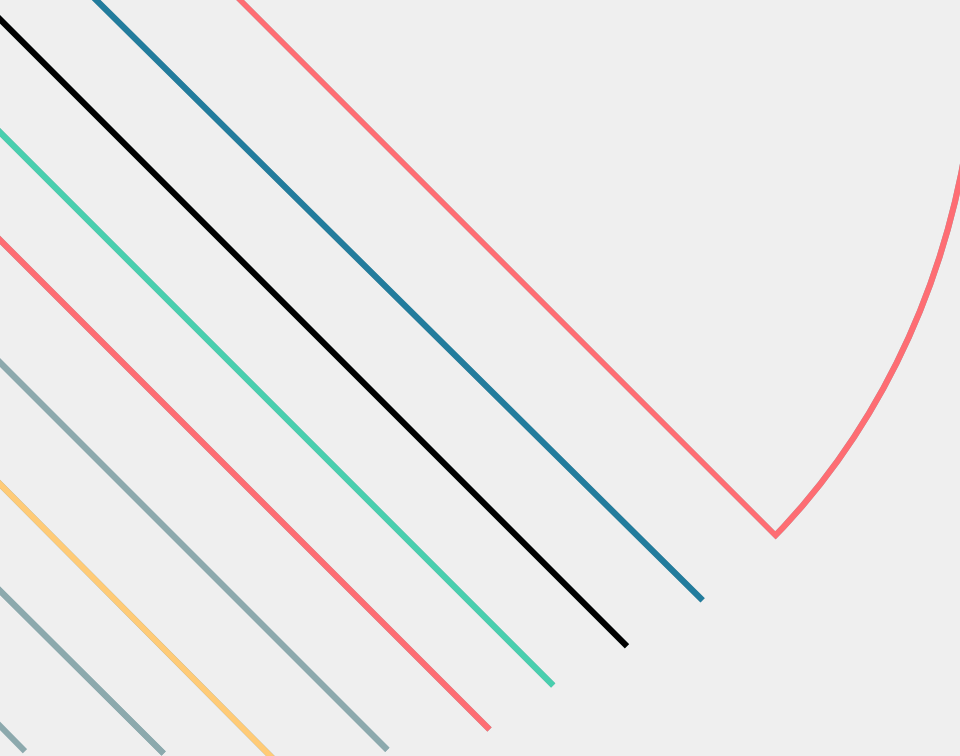
02 - LEADER DEVELOPMENT IN ORGANIZATIONS

03 - ACTION LEARNING

04 - DEVELOPMENT PLANNING

05 - COACHING

06 - MENTORING



SUMMARY

Leaders can create development plans for themselves, and they can also help their followers with behavioral change through coaching or mentoring programs. Informal coaching programs often consist of a series of steps designed to create permanent behavioral changes in followers, and both leaders and followers play active roles in informal coaching programs. Formal coaching typically involves a formal assessment process and a series of one-on-one coaching sessions over a 6 to 12 month period. These sessions target specific development needs and capitalize on practice and feedback to acquire needed skills.



The background features four decorative geometric patterns in the corners. Top-left: A series of parallel diagonal lines in black, blue, red, green, and yellow, with a red arc extending from the top right. Top-right: A cluster of semi-circles in yellow, red, blue, and green. Bottom-left: A cluster of semi-circles in red, green, blue, and red. Bottom-right: A grey arc with several parallel diagonal lines below it.

THANK YOU