IBH 3LD0

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**Reflection Model: Driscoll's Model**

This week’s workshop focused on Sigmund Freud and Mary Parker Follett’s perspectives on power, particularly their contrasting views of "power over" and "power with." What stood out to me most was Follett’s idea of "power with" and how it challenges traditional views of authority. Follett’s approach resonated with me because it emphasizes collaboration and shared influence rather than dominance or control. This was surprising since I had always associated power with hierarchy and command, but her ideas made me reconsider what effective leadership actually looks like.

This discussion made me reflect on my own leadership experiences. As the portfolio manager of McMaster investment club’s TMT team, I realized that I often default to the "power over" model by making decisions and expecting others to follow my lead. While this approach sometimes feels efficient, it doesn’t always lead to the best results. I started to think about how shifting to a "power with" mindset might improve team dynamics and creativity. Follett’s idea of integrating different perspectives rather than imposing my own authority made me question whether I am fully leveraging the talent and knowledge within my team.

I also considered Freud’s view that power dynamics are rooted in psychological needs, like the desire for control or security. This challenged me to think about whether my own tendencies toward "power over" stem from insecurity about maintaining authority or a fear of losing control. It was uncomfortable to acknowledge, but it gave me a starting point for growth. Recognizing this tendency in myself sparked an emotional reaction because it made me realize that leadership isn’t just about external strategies; it’s also about understanding my own internal drivers.

Moving forward, I plan to experiment with applying Follett’s "power with" approach during my team meetings. Instead of presenting solutions right away, I’ll start by facilitating discussions where team members can share their ideas first. I want to practice listening more actively and encouraging input, even if it means decisions take longer to finalize. I also plan to check in with my team more frequently to understand their perspectives and what they need from me as a leader.

Another step I’ll take is to reflect more regularly on my leadership style by asking for anonymous feedback from my team. I think this will help me track whether I’m successfully shifting toward a more collaborative approach and if my team feels more engaged as a result. I also want to pay attention to how this impacts performance and whether it leads to better investment strategies, since our work often depends on creativity and analysis.

Finally, I’ll continue exploring Freud’s insights into psychological motivations to understand how emotions influence my decision-making. I think this awareness will help me strike a balance between maintaining authority when necessary and empowering my team when collaboration is more effective. This process has already started shifting how I think about leadership, and I’m curious to see how it evolves over the next few months.