

# INSPIRATIONAL LEADERS AMONGST US

## RECOGNISING EFFECTIVE LEADERSHIP BEHAVIOURS

AN INITIATIVE BY THE ICA PSYCHOLOGY DIVISION

At ICA, everyone is a leader.

Despite the importance of effective leadership behaviours, such behaviours can sometimes go **unnoticed**. However, **YOU** can make a difference by shining the light on the inspirational colleagues around you.

In this issue, **CIT Raveena** **shone the light** on her team leader **INSP Zachary** (names changed for privacy) and shared about his commendable leadership behaviours.

Read on to find out what **INSP Zachary** did, and what were his thoughts!



Image generated by AI for privacy reasons

### Mistakes as Opportunities to **GROW**

Nominated by: **CIT Raveena**

Nominee: **INSP Zachary**

Both from *Tuas Checkpoint*



**CIT Raveena** shared that **INSP Zachary's** leadership is about looking out for his **team's development and morale**.



**INSP Zachary** understands that we are all humans and humans make mistakes.



**INSP Zachary** is someone who takes the time to understand the team's professional interests so as to provide us with the opportunities to hone our skills. This has helped my fellow colleagues and I feel appreciated and has instilled in us a desire to continue learning and grow as we undertake on various job functions in ICA.

As such, when mistakes were made, **INSP Zachary** **did not give up** on us but continued to empower us through discussions on what can be done and how improvements can be made.

The discussions and **INSP Zachary's** actions has improved the team's morale, and I felt that he **genuinely cared for the team's development**.

He has also inspired greater commitment among the team, as officers who were less motivated previously are observed to be more engaged now.

All in all, I feel that INSP Zachary is a commendable Team Leader who exudes sincere care for the development of his team. ”

## THE NOMINATED LEADER'S PERSPECTIVE

We reached out to INSP Zachary to hear his thoughts on being nominated!

**Qn 1: Did you encounter any challenges in the event described by your colleague?**

**INSP Zachary (Z):** My challenge was to understand every officer individually as each of them has his or her own unique characteristics. Therefore, I realised that the same solution or method may not work for every officer.

**Qn 3: How do you feel about this nomination?**

**Z:** I was not informed about this nomination but I am glad that my officers appreciate what I have done for them. This has made my career even more rewarding and satisfying.

**Qn 2: As far as you can remember, what went through your mind during the event?**

**Z:** In general, I will put myself in their positions when they made a mistake. As humans, we are not perfect and we are bound to make some mistakes in life.

**Qn 4: Do you have any words of encouragement/advice for others who are looking to develop their leadership capabilities?**

**Z:** Treat your officers as part of your family members. **The past is where we learn the lessons together. The future is where we can apply the lessons.**

**Thank you CI (1) Raveena for the sharing, and congratulations to INSP Zachary! Both officers were presented with tokens of appreciation.**