

## **Introduction**

Leadership is always based on strong moral principles and universal values that always highlight transparent work. Always learn to respect other members in the team and work with transparency so that everyone gets the same value. A leader can always inspire their team members. It helps to create a positive work environment where employee work with their full potential. Mandela was inspired to take up the struggle by the knowledge that courage involves overcoming fear, not the lack of it. He thought that in order to overcome fear, one must comprehend it and face it. Nelson Mandela talks about segregation as a system of formalised racial discrimination in South Africa. He characterized it as a cruel government that victimized most people based on their race. Mandela made a number of appeals for reconciliation and forgiveness as the initial stages of nation-building. He said that he had no resentment, that he had forgiven his captors, and that he was trying to find common ground with white South Africans. His lifelong journey makes him a global symbol of ethical leadership. His leadership approach influences current leadership practice in different sectors. Through this assignment, it has explored Mandela's philosophy of ethical and social justice. I also discussed how I connect his leadership style to my leadership approach. I demonstrate that his values guide me to make decisions and help in interpersonal interactions.

## **Mandela's Philosophy of Ethical and Social Justice Leadership**

Nelson Mandela's leadership was characterized by his commitment to human rights, collaborative work, and integrity. Mandela always believed that leadership should fight injustice wherever it appears. His opposition to injustice when it appears. His opposition to apartheid arose from the notion that all people deserve equal chances, respect, and decency. He maintained that the oppression is both a political and moral issue (Trump, 2025, p.90). Mandela always

placed more emphasis on helping others than on his own interests. He continued to put neighbourhood requirements and prioritize national unity. He was able to work with old enemies. He listens to his team members carefully and gives compliments because of his humility (Koshal, 2024, p.119). His ability to forgive was one of his most notable qualities. After serving 27 years in jail, he came out to repair the country. According to him, moral leadership always requires emotional intelligence, which helps to understand different people's views. These principles provide strong direction for modern leaders in charge of establishing ethical work.

### **How Mandela's Philosophy relates to my leadership**

Mandela's values are strongly associated with my own leadership style. When in my organization I want to develop teamwork, his strategy always helps me. I chose his strategy during conflict resolution in my workplace and support others. His strategy always learn me to act ethically and encourage fair work within my organization.

I am working in a small firm in a management position. There, I always ensure that everyone gets an equal opportunity to work and contribute their viewpoints. Mandela's belief in justice encourages me to evaluate different situations through the ethical lens. In my organization, when I lead a team project, I have noticed that many times the manager asks the members to participate in the project. I am inspired by Mandela's emphasis on equality. Before initiation of any project, I organize a meeting where I prioritize every member to share their opinion. I have noticed that by following this method, our team gets creative ideas that help to expand our business. Mandela's leadership teaches me that fairness is required to intentionally design the work.

Mandela's forgiveness-focused leadership reminds me to approach conflict with empathy (AlAfnan & Dishari, 2024, P. 901). In my previous workplace, I supervised a small team, where I

daily noticed one of my team members always struggled with deadlines. To notice this, I scheduled a meeting with that person to understand the actual reason. He told me his personal problem affects his daily working performance. I adjusted his workload by distributing his few tasks to my other team member, and I also gave him support. In this way, I have noticed that overall our team performance was improved, and this person works more attentively with full potential. This decision aligns with Mandela's philosophy. He always told us to understand others' viewpoints and their challenges. Cooperative teamwork always creates a strong team and helps to work positively.

Mandela often emphasized that leadership is always a collective effort to do the task more positively. He described himself as a "shepherd"; he always guides his teammates from behind and allows others to lead (Khan & Rahman, 2025, p.89). I apply collaborative approaches in my leadership roles. I always encourage peer support to complete teamwork. During a recent community organization project, I made it a priority to include different perspectives in planning activities. I never direct every detail of the project; I always prioritize my team members to take the lead position. I have noticed that this has built the confidence of my team member. It also helps to strengthen the group work. Mandela's philosophy reminds me that leadership is not about controlling other people. It enables collective success. During the group assignment, I realized that some members had agreed to submit work they had not fully completed. I addressed the issue respectfully and proposed a revised schedule for each team member. It allows us to produce high-quality work. This decision reflected a commitment to ethical standards. Mandela's leadership displays that integrity builds trust. Trust strengthens teamwork; it helps to improve the working performance of the team.

**Personal leadership examples aligned with Mandela's values**

In the following section, describe a few additional experiences where Mandela's philosophy shaped my leadership.

Supporting others: When I newly joined my organization as a manager, a few team members shared that their ideas were dismissed by their peers' work. So they did not get a promotion in their position. During my work as a team leader, I encouraged them to share their opinions and supported them during discussions. It also reflects Mandela's belief in increasing the marginalized voices.

Settling conflict peacefully: In my workplace, a conflict between two colleagues, I served as a mediator. I never choose one side of a team member. I encourage a conversation where both share their opinion positively. Then we will make a decision.

Demonstrating Servant leadership: When I lead projects, I always prioritize the workers' needs. It helps the well-being of the team members. I create a positive working environment that helps every employee to grow. Mandela's principles continue to guide my growth as an ethical leader.

## **Conclusion**

Nelson Mandela remains a global symbol of ethical leadership. His work highlights integrity and ethical work. His philosophy teaches that leadership is not about authority. From his philosophy, I have learned to always act with fairness and prioritize all the team members to work. His values closely align with my leadership approach and help me to work ethically. By implementing Mandela's philosophy in my work, I am more able to make decisions ethically with empathy. I always prioritize collaborative work. I encourage others to work ethically, which prioritizes all the members' actions. It helps to increase organizational culture.

## Reference List

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