New Kind of Leadership through Bill Gates Perspective

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Leadership is a core element, that unite the team together, and guide throughout the problem. According to Gates, “As we look ahead into the next century, leaders will be those who empower others” (Ltd., 2014) . To put it in another way, in near future, the leader would be those who delegate and enable other to do work. Being leader is not just only being, though, planning and executing those plan, leaders should also have a soft skill to inspire those who work under him/her. Bill Gates is a perfect example of a transformational leader because he inspires millions of leaders, philanthropies; not only he promotes how to have a successful business, but also show care about employee, work environment, and nature environment. “…one person is responsible for the success of an entire nation or a multinational company, they argue, is absurd. Yet most leadership texts still come with a list of larger-than-life exemplars…” (Dearlove, 2002) .

**Transformational Leadership**

Transformational leadership is leadership approach where leader commits to subordinates and helps the subordinates in adjust their needs and giving subordinates a guide through his inspiration and vision. “Leaders offer a sublime vision and value to evoke members' awareness of the change as well as switch the original value, human relationship, organization culture, and behavior models to achieve the reformation” (Chu & Lai, 2011) . To put it in another way is a leader who inspires others by a soft skill. There are four distinguished characteristics of transformational leadership which demonstrates their compassion of being a leader. There are four characteristics that differentiate another type leader to the transformational leadership; they are as Idealized Influence, Inspirational Motivation, Individualized Consideration, and Intellectual Stimulation. “Transformational leadership has become the mainstream of leadership models. The most representative persons … Bill Gates…” (Chu & Lai, 2011) . In this paper, author talks about leader such as Bill Gates are who have seen the power of transformation leadership and they are the representative of how transformation leader can change the world.

**Idealized Influence.** First, Idealized Influence is one of the important characteristics of a leader; which leads the follower to follow the leader because, they admire, respect, and trust because of the leader behavior and belief. “… one man to be the Businessman of the Century is to look back upon almost unimaginable change. The world of Henry Ford ... and the world of Bill Gates … dominant businessmen of the century are profiled … Bill Gates …” (Stewart, Taylor, Petre, & Schlender, 1999) . This article on a magazine tells us that it takes different types of approach to creating almost unimaginable change that can the changing world, by leaders like Bill Gates. In brief, Idealized influence characteristic demonstrates the influence on the people by creating an admirable, respectful and trusting situation to the leader.

**Inspirational Motivation.** Similarly, Inspirational Motivation is one of the essential characteristics that every leader should most have, likely Idealized Influence, Inspirational Motivation is an addon to that characteristics. This characteristic kind of leaders displays leader’s ability to motivate and inspire followers, by acknowledging followers impact in a company and respecting those actions. “… personally committed to the environment, education and social change, while … and Bill Gates were more motivated by competition and winning, leading to completely different types of organizations and operational philosophies, while all being considered more than successful. Motivation is also situational where for example one can see the higher rates of entrepreneurship among migrant populations in developed countries” (Hunter, 2012) . In this scholarly journal, it illustrates that how a Bill Gates was motivated by Transformational Leadership and how he is inspiring another inspirational business person to influence it; and how it is supplementary to idealized influence.

**Individualized Consideration.** In the same manner, Individualized Consideration is an uppermost important characteristic that leader should have, which shows an authentic concern for each follower’s felling. A leader who lacks Individualized Consideration characteristic lacks the bearing of what a follower are capable of doing. “… This component directly corresponds to the first process within the construct of wisdom: the recognition of individuality. Specifically, by assessing the situation’s context as well as its potentially conflicting needs, priorities, and expectations within the decision-making process, a wise leader will make decisions free from oppositional influence and societal conventions …” (Kramer, 2000) . This paper talks about a how a wisdom can be a strength, and how being a wise person makes the thinking a clear and more effective than being an unwise person. “… leadership in converting knowledge into competitive advantages is important to our understanding of leaders and organizations. Transformational leadership may be more effective at creating and sharing knowledge at the individual and group levels, while transactional leadership is more effective at exploiting knowledge at the organizational level. This paper begins to integrate the transformational leadership literature with the organizational knowledge literature” (Bryant, 2003) . To illustrate this paper, a leader should have an authentic concern for a follower and to guide follower to a moving path. Bill Gates talk about how he Transformational leadership can motivate leader and as well as a follower in the same time.

**Intellectual Stimulation.** Eventually, Intellectual Stimulation is one of the essential characteristic and skill that leader should have. Intellectual Stimulation is when leader challenges every follower to see how they creative. “This is just one of the works of the Gates Foundation. So, Bill is going to come out and talk for a few moments on another passion of his, which is U.S. education. And he'll speak here for a few … who is the bureau chief of the New York Times if you will come out and join Bill up here … on our stage and continue with an interview for a few moments. I spoke to David ahead of time asking him ... is a Pulitzer Prize … Gates Foundation, when there is a Gates prize … Bill Gates” (MICROSOFT CHAIRMAN BILL GATES IS INTERVIEWED AT THE WASHINGTON IDEAS FORUM, 2012) . In this paper, how Bill Gates challenged himself and other to innovate and be creative about it until it is a higher level of a product. He even goes to talk about it might be the greatest strength to push the limit and be effective as a leader.

**Conclusions**

To conclude, Transformational leadership is a one of the most important leadership characteristic every leader should have. Most of the well-known leaders, transformational leadership has been their core leadership skill. Bill Gates, one of the well-known leader gave a jest that in the future, the leader will be those who empower followers.

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