

CULTURE AND LEADERSHIP FOR KM

LEADERSHIP

The leadership approach is key to the sustainable growth of the organization. The way the leader visions for the organization, the organization moves in the path towards success. The leadership qualities required for knowledge management are the critical sustainable growth of the organization.

1. Visionary leadership
2. Affiliative nature of a leader
3. Democratic style of leader
4. Coaching style

1. Visionary leadership: The visionary leader mobilizes people towards the vision. He/ she brings people towards the goal and involve in solving problems to achieve the goal. Such a leader will be a self-confident person and possess empathy and act as a change catalyst during knowledge management initiatives.

2. Affiliative nature of leader: The affiliative nature of a leader helps to create harmony and builds emotional bonds. Here people are given priority, thereby the relationships are given preference. Communication among people is important when a change in the existing system is required. When people are people, the leader motivates them in stressful situations.

3. Democratic style of leader: The democratic style of style focus on collaborative activities and ass people for their opinion. Teamwork is given importance. All the decisions are made based on the consensus from all members involved. The value of every member is considered as important.

4. Coaching style: The coaching style helps to develop people for the future. The focus is more on developing people, empathy and self-awareness. This style helps to achieve greater performance and give long term strengths.

WEB LINK: ROLE OF LEADERSHIP IN KNOWLEDGE MANAGEMENT: A STUDY

https://www.researchgate.net/publication/220363297_Role_of_leadership_in_knowledge_management_A_study