

## Definitions on Leadership

In order to get an understanding on the concept of Leadership, we will look at some common definitions of leadership:

- Leadership is the act of influencing, or guiding the activities of a collaborative group towards the achievement of a common goal
- Leadership is an attempt at influencing the activities of followers through the communication process and toward the attainment of some goal or goals.
- Leadership is an influence process that enable managers to get their people to do willingly what must be done, do well what ought to be done.(Cribbin, J.J. 'Leadership: strategies for organizational effectiveness')
- Leadership is defined as the process of influencing the activities of an organized group toward goal achievement. (Rauch & Behling.)
- Leadership is discovering the company's destiny and having the courage to follow it. (Joe Jaworski - Organizational Learning Centre at MIT.).
- Leadership is interpersonal influence, exercised in a situation, and directed, through the communication process, toward the attainment of a specified goal or goals. ( Tannenbaum, Weschler & Massarik)
- Leadership is not a person or a position. It is a complex moral relationship between people, based on trust, obligation, commitment, emotion, and a shared vision of the good.
- Leadership is that process in which one person sets the purpose or direction for one or more other persons and gets them to move along together with him or her and with each other in that direction with competence and full commitment.
- Leadership is the lifting of a man's vision to higher sights, the raising of a man's performance to a higher standard, the building of a man's personality beyond its normal limitations (. Drucker, P. F).

A study and analysis of the popular definitions on leadership reveals that most definitions tend to focus on the individual traits and characteristics. Eminent personalities had their own views and hence have defined leadership.

## What is Leadership?

When we look at the various definitions and ideas about leadership, it is not hard to conclude that the concepts of leadership are all over the map. For example, some adherents uphold concepts of *servant leadership*. Others talk about *visionary* leaders. Other terms, such as *transformational leadership*, e.t.c

There are also definitions that draw a distinction between leadership and management, with some displaying a sense that being a leader is somehow superior to being a manager. In reality, most leaders engage in some form of management, and all managers should demonstrate leadership. Even employees who are not in management display leadership among their colleagues and teams.

For us in this course GST 214, one way to see the difference is this: We *lead* people, but we *manage* tasks. Management relates to the processes that keep an organization functioning, such as planning, budgeting, defining roles, and resourcing and measuring performance.

1. Leadership is about aligning people with the vision, inspiring them, motivating them, and providing effective communication.

2. Leadership is about relationships.
3. Leadership is also about influence.

### **The Purpose of Leadership**

The purpose of leadership involves more than getting a job done. It involves getting it done in a certain way—a way that shows a genuine respect and concern for the well-being of everyone who has a stake in completing the job or task at hand

### **Leadership styles**

Across literature, there are many classifications of leadership styles. A lot of research on this topics postulate that, it is possible to find different classifications, each embodying a different set of traits and skills. It shows that leading can be done in many ways. Every leader has his or her style. Equally as we are not all the same people, we are naturally also not all the same leaders.

Leadership styles were first defined in 1939 by a group of researchers led by psychologist Kurt Lewin.

They grouped behaviours together and concluded there were three different and predominant leadership styles.

- The **autocratic Leadership style** is one in which a single person takes control and makes decisions, directing others in his or her chosen course of action.
- In a **democratic leadership style**, one person takes control but is open to group input, often allowing the group to make decisions and collectively assign tasks. This leader guides rather than directs.
- With the **laissez-faire Leadership style** approach, the person in charge stepped back and did nothing. He or she provided no direction or guidance.

There are other Leadership styles, some are listed below:

- **Bureaucratic leadership style**, whose leaders focus on following every rule. This leadership style has proven effective for work involving serious (safety) risks or routine tasks, but is much less effective in teams and organizations that rely on flexibility, creativity, or innovation
- **People-oriented leadership style**, in which leaders are tuned into organizing, supporting and developing people on their teams
- **Transformational leadership style**, whose leaders inspire by expecting the best from everyone and themselves. Transformational leaders have integrity, and high emotional intelligence. They motivate people with a shared vision of the future, and they communicate well. They're also typically self-aware, authentic, empathetic, and humble.

Transformational leaders inspire their team members because they expect the best from everyone, and they hold themselves accountable for their actions. They set clear goals, and they have good conflict-resolution skills. This leads to high productivity and engagement

One person might have several leadership styles, according to the group he or she is leading and their needs or requirements of a situation which they find themselves.

Leader adapts his or her style to what the situation dictates. For example, in fast-moving situations, you might find that an autocratic approach may be more effective, but in situations with time to plan and respond, group participation may yield the best results.