**1.0. INTRODUCTION**

Every organization has entities that provide a group of services and products to consumer who will consume the products (Safferstone, 2005). As such, an organization have the obligation to guarantee and keep the best services to consumers, such being the case, the leadership board should make an emphasis on organization governance and accountability. They should maintain the services and the needs of dynamic force of workers for the success of the goals and objectives of an organization. However, some people have taken leadership as to be instrumental for the organization’s development. In this paper we are going to emphasize on how and in what ways leadership is said to be instrumental in the development of an organization.

**2.0 GENERAL CONCEPT OF LEADERSHIP IN AN ORGANIZATION**

**2. 1. What is an Organization and Leadership?**

An organization is an entity comprising multiple peoples, such as an institution or an association, that has a collective goal and is linked to an external environment (Mulugeta, 2017, in Douma, Sytse et all, 2013). Whereas the concept of leadership is defined, according to Hersey and Blanchard (1979), “as the process of influencing the activities of an individual or a group in efforts toward goal accomplishment”.

An organization which intend to advocate for the development should have a good leader to influence people by trusting them to do great things for the organization, as such, a leader should try to bring people together by giving them the desire to feel like they have a big role to play in the organization. Such being the case, if an organization does not have a successful leader or successful leadership team it is out of question to see the changes or to maintain the services offered by an organization.

**2.2. Organization Leadership**

Every organization need to have a leadership team which would set the goals of an organization and make sure that the goals are fulfilled. The organization leadership is based loosely around the structural functionalist model of leadership which is bureaucratically based (Mulugeta, 2017). Furthermore, it requires to developing an understanding of your own worldview but also the worldview of others.

**3.1. How is leadership instrumental in an organization development?**

Leadership is instrumental in the sense that the leader may not intervene in the work affairs of subordinates or may totally avoid responsibilities as superior instead of putting effort to build relationship with them (Duluga, 1992). Furthermore, the subordinate would have to instead to make sure that the work is being well fulfilled through the influence of the leader who giveth the instruction and trusting them to do great thing for the organization.

However, the leadership cannot only be taken as the process of giving

Such being the case, at some point in time Laissez faire style can be seen as the best one to use as it involves much the followers rather than the leader himself/herself to intervene in the work affairs of the subordinate, however, as Duluga emphasized, this style of leadership cannot be preferable to be used in an organization as it is associated with dissatisfaction and ineffectiveness. But it can also be used together with Transactional and Transformational style where a leader learns to apply the three style for the effectiveness because it involves giving a reward or punishment to subordinate whenever there is a fulfillment of work. And applying in inspiration and behavioral charisma (Bass and Avolio, 1993).

Additionally, as leaders use these three styles of leadership but there still no evidence that these three style can lead to a successful development. According to Hersey and Blanchard (1979), “as the process of influencing the activities of an individual or a group in efforts toward goal accomplishment”. As such, a leader’s duty is to make sure that he/she conducts all the activities to fulfillment of the goals of the organization, and this can only happen if the leader has strategies so that followers achieve their goals through clarification (Hooijberg and Antonakis, 2014).