

# **THE SACROSANCT PLACE OF LEGACY IN ORGANIZATIONAL LEADERSHIP**

**BY**

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Amongst these are key questions leaders ask themselves after leaving an organization:

- What impact have I left behind for the organization?
- Has the administration set a standard that its subsequent successors would follow or look up to?
- What lasting impact has the administration made?

All this boils down to one word; "Legacy".

Legacy, according to Merriam Webster's Dictionary is "anything handed down from the past, as from an ancestor or predecessor". There is a misconception that legacy is associated only with end results. In actuality, building a legacy begins at the inception of entering into the leadership position. It is not determined by the number of years spent in such a position, a legacy can be built in a short while, it all depends on the person's values, decisions made, actions taken and the ability to bounce back when mistakes are made.

At this juncture, it is important to define organizational leadership. Organizational leadership is an approach in which a leader sets up strategies which enables him to guide, manage and motivate the persons within the organization to achieve desired results. The role of the leader is to structure and combine the outputs of individuals within the organization to achieve laid down goals. Moving on, the crux of this work is the sacrosanct place of legacy in organizational leadership. In other words, the key areas where the effect of legacy in an organization is felt. They are;

1. Development of Followers: A legacy contains an inherent value system which influences followers to in following suit, develop themselves and shore up their weaknesses. Traits like confidence, meticulousness, diligence e.t.c are cultivated in followers. Relevant and organizational goal oriented skills are also posited in the followers through the imbibed legacy. This leads to a well rounded development of followers allowing them to avoid pitfalls they may have otherwise fallen victim to.
2. Promotes Team Spirit: A leader's organizational skills helps him build a team to facilitate efficiency and develop leadership potential in others. This team is shaped and characterized by his style of leadership. However the vitality of this team in his absence, is determined by the legacy of leadership he leaves behind. It remains as guiding principles upon which the team operates. These principles promote team spirit and minimize conflict.
3. Efficiency: A leader's legacy creates a unique style of problem solving. It creates a system of strategies to be applied to anticipated problems that successors may come across. When consistently followed and improved upon it provides a detailed system for task completion thereby increasing the efficiency of the organization.
4. Leadership by example: a leader who makes and leaves a positive impact on an organization becomes a role model whose subsequent successors will look up to. The successors' decisions and actions are guided by the legacy left behind by their predecessors.

These amongst others are key reasons why legacy in organizational leadership is sacrosanct.