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**Mid Report & Presentation Evaluation of Marks:**

Criteria for Evaluation	Max Marks	Marks Awarded
<b>Report Evaluation (10 Marks)</b>		
Introduction to the Topic	02	
Critical Perspective of the Topic	02	
Continuity of the Topic	02	
Content of the Topic	02	
Structure of the Report	02	
<b>Total Marks for Report (A)</b>	<b>10</b>	
<b>Presentation Evaluation (10 Marks)</b>		
Communication Ability	02	
Presentation Methodology	02	
Outline of the PPT	02	
Body Language	02	
Answering Ability	02	
<b>Total Marks for Presentation (B)</b>	<b>10</b>	
<b>Total (A+B)</b>	<b>20</b>	

Signature of the faculty

# DRIVING LEADERSHIP EFFECTIVENESS, LEADERSHIP FOR ORGANISATIONAL BUILDING

## What is leadership?

Leadership is the ability to inspire a team to achieve a certain goal. It's usually discussed in the context of business, but leadership is also how you, as an individual, choose to lead your life. The true leadership definition is to influence, inspire and help others become their best selves, building their skills and achieving goals along the way. You don't have to be a CEO, manager or even a team lead to be a leader. Leadership is a set of skills – and a certain psychology – that anyone can master.

## Driving Leadership Effectiveness:

The role of a leader is to handle strategy, inspire the team, and manage resources. An effective leader should have aptitudes in all of these areas, but when people talk about "**leadership effectiveness**," they typically are referring to their **ability to inspire the team**. After all, people are much more nuanced and difficult to manage than any other resource in an organization – and they're also the foundation for growth.

**Leaders are made, not born.** While there are certain traits that we traditionally expect from our leaders – that they are charismatic, visionary, and diplomatic – these are features that are honed for most leaders as they rise into more and more challenging roles within organizations.

For those that are responsible for cultivating leadership – executive coaches, organizational development professionals, and those already in leadership roles that are mentoring others – it is a never-ending and continual demand to help leaders improve their performance and effectiveness, especially through changes in the marketplace. It's also critical to understand the ongoing shift in human capital trends to develop leaders who can create organizational success in the future.

While there are countless seminars, books, and other tools dedicated to supporting leadership development, they all drive the same point: **leaders need to have heightened emotional**

**intelligence to be effective** at motivating others, and this role is crucial to have effective teams and engaged employees.

Emotional intelligence is about **self-awareness of one's own emotions, sensitivity to how those emotions are expressed, and a social awareness of how to act with others.** Why is this important for leaders? If you're responsible for inspiring employees, you need to provide a shared purpose, as well as focus on individual motivations, desires, and pain points to provide a psychologically safe environment where diverse, high performing teams can thrive.

Here, we've gathered 5 steps to develop effectiveness and emotional intelligence for leaders.

- Persuade leadership to buy in to their own development
- Regularly set aside time for emotional intelligence coaching
- Use a personality assessment to help leaders identify their personal blind spots and nurture their strengths
- Help leaders connect and listen better to whom they lead
- Ensure that leadership is committing time to reflecting on the greater vision for the company – and communicating it clearly.

#### **Leadership for organization building:**

- One of the first steps that the leaders in the organization need to undertake is to establish why the organization exists and what it wants to achieve. Leaders are to clarify and communicate the vision and mission of the organization to the people. This vision and mission effectively provides employees with an understanding of the organizational direction and allows them to clearly understand their roles and responsibilities.
- Leaders communicate the policies and plans to the people of the organization. They are to imbibe the values and the culture of the organization since these play an important role in ensuring the achievement of the organizational goals.
- Leaders provide a structured approach. The structured approach is able to generate a plan of action that most effectively meets the organizational goals. An inclusive planning process also provides the opportunity for people to identify, contribute to, understand and achieve well defined objectives.

- The commitment and enthusiasm of leaders shape the common goals of the organization and provides inspiration and motivation for people to perform at a high level.
- Leaders provide encouragement to people for openly contributing and discussing new ideas in a positive environment and make use of their diverse experience and ideas to improve the organization.
- Leaders have an open and engaging relationship with the people. This relationship demonstrates that the people are valued as an integral part of the organization, creates a sense of ownership among people, and develops a closer alignment between individual and organizational objectives.
- Good leadership can help the organization remain focused during a time of crisis, reminding the people of their achievements and encourage them to set short term, achievable goals.

There are differences between leadership and management functions. Leadership provides direction, encouragement and inspiration to motivate a team to achieve organizational success. Management is primarily an organizational role, coordinating the efforts of the people and the allocation of resources to maximize efficiency in achieving identified goals.

## **Conclusion:**

There is a common belief that leadership is an vital for effective for an organizational and societal functioning and success. This is done by people applying their leadership attributes. Leaders create commitment and enthusiasm amongst followers to achieve goals