

Leadership



Leadership is a process of influencing the behavior of people at work towards the achievement of specified goal. The following elements must be present in the leadership:

- a) It is the process of influence.
- b) The influence is always for achievement of common goal.
- c) There must be minimum two or more persons present; influencing your own behavior is not leadership.
- d) The influence should be to get the willing co-operation of the employees and not the forceful co-operation.

Nature of Leadership

1. Leadership is a process of Influence:

Influence is the ability of an individual to change the Behavior, attitude, and belief of another individual directly or indirectly. Someone has rightly defined leadership as the “process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task”.

2. Leadership is not one-dimensional:

The Essence of leadership is Followership. Leadership is a systems thinking in multiple dimensions. In terms of systems thinking, the organizational performers (followers) are must in the leadership process. Without followers there can be no leadership.

3. Leadership is Multi-faceted:

Leadership is a combination of personality and tangible skills (drive, integrity, self-confidence, attractive personality, decisiveness, etc), styles (Authoritarian to laissez-faire), and situational factors (organization's internal and external environment, objectives, tasks, resources, and cultural values of leaders and the followers).

4. Leadership is Goal oriented:

Leadership is “organizing a group of people to achieve a common goal.” Thus, the influence concerns the goals only. Outside the goals, the concerns are not related to leadership.

5. Leadership is not primarily a Particular Personality Trait:

A trait closely linked to leadership is charisma, but many people who have charisma (for example, movie actors and sports heroes) are not leaders.

6. Leadership is not primarily a Formal Position:

There have been many great leaders who did not hold high positions—for example, Mahatma Gandhi, Martin Luther King, Jr. and Anna Hazare. On the other hand there are people who hold high positions but are not leaders.

7. Leadership is not primarily a Set of Important Objectives:

It involves getting things done.

8. Leadership is not primarily a Set of Behaviors:

Many leadership manuals suggest that leadership involves doing things such as delegating and providing inspiration and vision; but people who are not leaders can do these things, and some effective leaders don't do them at all.

Significance of Leadership

If an organization is flourishing, its members developing, and achieving breakthrough after breakthrough, then one can be sure about one thing that there is a strong leader at the helm of the organization. If an organization is failing, the problem again relates to the leader of the organization. Thus everything rises and falls on leadership.

Leadership is an important function of management which facilitates to maximize efficiency and effectiveness to achieve organizational goals. Leadership has paramount importance in present

competitive business environment, because with the help of leadership a company will face all the problems very efficiently.

1. Guides and Inspires Subordinates:

A leader has to not only supervise but also to play a guiding role for the subordinates. Guidance here means instructing the subordinates the way they have to perform their work effectively and efficiently. Leadership creates among subordinates a sense of belongingness and commitment. Desire for achievement is transformed into a passion.

2. Secures Cooperation:

A leader sells rather than tells. He persuades, rather than dictates, and creates enthusiasm among his subordinates and thus, secures their cooperation.

3. Creates Confidence:

Confidence is an important factor which can be achieved through expressing the work efforts to the subordinates, explaining them clearly their role and giving them guidelines to achieve the goals effectively. It is also important to hear the employees with regards to their complaints and problems.

4. Builds Work Environment:

Management is getting things done from people. An efficient work environment helps in sound and stable growth. Therefore, human relations should be kept into mind by a leader. He should have personal contacts with employees and should listen to their problems and solve them. He should treat employees on humanitarian terms.

5. Maintains Discipline:

By turning subordinates into followers, the job of securing order and compliance, becomes easy. He motivates the employees with economic and non- economic rewards and thereby gets the work from the subordinates voluntarily. It is this willingness on the part of subordinates which leads to maintenance of discipline.

6. Facilitates Integration of Organizational and Personal Goals:

A leader is one who is visionary, deciding the destination to be reached. Vision is the source of organizational objectives. Vision requires synchronisation of goals through integration of personal and organizational goals.

A leader creates common goals and understanding among subordinates that their personal goals are related with the attainment of organizational goals. It also leads to coordination.

7. Works as a Change Agent:

No change in thinking, processes, and practices becomes possible without leadership. It is the leader who convinces actively about the change and making it part and parcel of their working and reducing resistance to change.

8. Boosts Morale:

Morale denotes willing co-operation of the employees towards their work and getting them into confidence and winning their trust. A leader can be a morale booster by achieving full co-operation so that they perform with best of their abilities as they work to achieve goals.