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**1. Characteristics of good leaders.**

While many powerful and successful leaders haven’t exhibited all of these character traits, and the definition of a good leader can be quite ambiguous, good leaders do leverage at least some of these characteristics.

* **Honesty**

A good leader must be able to establish an honest connection with his or her constituents. A relationship based on trust and reliability makes the community know that their leader is always there for them, which in turn inspires them to be there for their leader.

* **Ability to communicate**

As indicated that communication is the key to leadership. A good leader need to clearly describe his or her idea, goals and the vision to his or her constituents, in this case the leader will be able to create a sense of ease and understanding with his community. When every member of the community is driving towards a common goal, then there is nothing that cannot be achieved.

* **Sense of responsibility**

According to Certo (2008), a good leader must be willing to assume responsibility for the work of others as well as for his or her own performance in the community. This is very important because every leadership role comes with a package of responsibilities that one must carry out in order to meet the needs of his or her community members.

* **Creativity**

creativity is one of the prerequisite into a leadership role. when difficult situation arise that will require a good leader to think out of the box and help the community to do the, that is to rethink their problems to come up with better solutions. At such crucial movements, a good leader will be able to demonstrate a unique type of creativity that can help his members push through any situation. Nel et al (2008) also mentions that a good must have the ability to create a vision and excite people to achieve the impossible.

1. **Difference between power and influence in the leadership** **context.**

Power and influence both refer to naturally possessed traits that follow as a consequence of authority. The difference lies in how these two approaches to leadership encourage community members to engage towards achieve desired outcomes.

According to Faeth (2004), defined power as the maximum force which “A can Induce on B” minus the maximum resisting force which can mobilize in the opposite direction. To substantiate this, is that power is the authority to change the behavior of others and make them to do things that they might not do otherwise. The trouble with power is that, for the group, there is no alternative but to comply-which means that power often achieved through fear or coercion

On the other hand, Shenck et al (2010), defined influence as the ability to alter other people’s perceptions of a situation- for example, poor community members living in extreme poverty they can be influenced by their trusted leader to rethink their prevailing situation, that with unnoticed existing assets in their community they can use those existing assets to graduate out of

that extreme poverty situation.

Unlike power, influence makes use of positive language and subtle behaviors to encourage the desired outcomes. Again influence leads to an entirely voluntary approach for people to engage in project activities through the use of positive affirmations and encouragement. Although it does not mean that leaders cannot influence their followers to buy in their ideas (self-interest) which are going to benefit only leaders not the general community or address community’s needs. Even though there are two different approaches to power (i.e. Personal Power and Position Power). Power is forced though it is not always the case in some instances, in some instances leaders uses threats and punishment to get people involved while influence is more voluntary and boost engagement of communities. Finally, leaders can be encouraged to focus on influence rather than power to achieve desired outcomes, rather than forcing people to engage. Influence helps people to understand why projects are necessary or important for them to participate in.

**3. Transformational leadership**

This type of leadership is basically concerned about positive change in people’s lives, for example economic and social change. According to Nel et al (2008), transformational leadership, leaders helps define the vision of the organization and establish the link between that vision and the type of management and organizational principles that are introduced. As stated above, this relates well in community development context because transformational leadership, leaders use their personal values, vision, passion and commitment to a mission to energize and move their people or community members. Transformational leadership is about inspiring followers through charisma, that is, followers are inspired and seem to enthusiastically and unquestionably give “blind obedience” to the leader, heeding his or her word almost without hesitation.

**4. Relationship between leadership and civic capacity**

Civic capacity is the combination of interest and motivation to be engaged in the public service and the ability to foster collaboration through the use of one’s social connections and through the pragmatic use of processes and structures (Sun and Aderson,2012).

Therefore, civic capacity is the ability of key actors in the community development system to influence or shape policy, practice and resources in ways that allow them to increase the scale, scope, and effectiveness of their activities.

On the other hand, leadership it is a process of providing direction and influencing individuals or groups to achieve goals, (Adeola, 1997).

The relationship between the two concepts is that it is through leadership that communities can be influenced to act together for a common good. Through good leadership skills, leaders need to have the ability to participate in the political decision making processes to influence and leverage resources for public good. It is this case that civic capacity requires good leadership skills for leaders to influence their followers to act collectively to improve their circumstances. And it is through leadership that this collective civic capacity can be achieved, but the leader needs to organize resources as well as creating opportunities for individual members of the community as citizens to participate in the public sphere to have influence in the decision-making processes. The relationship between civic capacity and leadership can be seen through a process civic education where school children are prepared for leadership roles in different civic matters to increase their civic capacity.

**5. Leadership skills that can be taught in training program**

* **Communication**: Communication is a key to every interaction at every level, if a leader is an effective communicator he or she is able to communicate his vision and goals clearly and accurately to his followers and that can motivate people to engage. When people feel that they will be listened to and leaders openly discuss matters with their followers, a trusting relationship is created. Therefore, it is pivotal to train leaders on this component because it is essential in everyday operations at community or organizational level.
* **Team work:** is also very essential skill that leaders needs to incorporate in order to make cohesive working groups where all members feel invested in the direction taken and results achieved by all. Bender et al (2002), also defined team work as a group of people working together to achieve a common goal. Hence it is important for leaders to acquire is skill as to understand that him or her together with the community they are mutually responsible for reaching a goal toward which they are working.
* **Problem solving:** leaders need to be very competent in problem solving because is multi-faceted skill that uses other skills, in this case a leader is to be trained to be able to identify or define a problem, observe a problem area, brainstorm alternatives and this part require creativity and logical thinking in order to create a balance or solve a problem amicable for both sides.
* **Empowerment:** Leadership is a process of building people to have power rather than having power over people. It focuses on increasing power of others rather than seeking their submission. Schenk et al (2010), confirms that it is the ability to arrange each person in the team to contribute what he or she is best at. This proves the fact that leaders must acquire this skill to improve everyone’s performance in the community and learn how to solidify members by aligning the strengths of many people.

**6. Ways to get leaders involved in community affairs**

There are different ways to get leaders involved and motivated in community affairs.

**Workshops:** Leaders can attend workshops to receive new information and trends on leadership and use them for improvements in their communities. Leaders feel motivated as they attend workshop to learn new skills to uplift their communities and they even learn how to address challenges effectively at community level. For example, they learn how to prepare a plan, set goals and set strategies to guide and direct their activities.

**Leadership trips:** These are exchange programs where leaders learn from each and share experiences with the aim of transforming their communities and enhancing their capitals, for example social and economic. The fact that they are learning from each and how best or effective and efficient they can deal with challenges at their constituencies it gives them a push to be actively involved in community affairs.

**Committees, Task teams and Board of directors:** it through these different platforms leaders get involved in community affairs. They use their skills, experience and advice to influence decision-making processes at organizational level, be it the government, Non-Governmental Organizations and Community Based Organizations. They interact with variety of companies, departments, and industries on the behalf of their constituencies, their involvement is an extension work for their communities. They certain responsibilities such as directing the activities of the organization, ensuring it is well run and delivering the outcomes for which it has been set up.

**7.What leaders do to facilitate community and economic development**

* Academics such as James Coleman (1990), said, facilitation is the practice of providing leadership without taking the reins.
* A leader in community and economic development his or her role is to get others to take responsibility and to take the lead on different tasks that will result in collaborative efforts to address the issue around which development is taking place.
* Therefore, leaders will promote active and representative participation toward enabling all community members to influence the decisions that affect their lives, this can be achieved through public meetings to identify their felt need or a problem they want to address.
* Engage community members in learning about and understanding community issues, and the economic, social, environmental, political, psychological, and other impacts associated with alternatives courses of action.
* Work actively to enhance the leadership capacity of community members, leaders, and groups within the community.
* Be open to using the full range of action strategies to work toward the long-term sustainability and well-being of the community.

In nutshell people have to be ready for development and leaders need to look for ways to open it up to community members, to make it possible for them to actively contribute, and what they can contribute needs to be honored in order to facilitate smooth economic and community development.

**8. Effective leadership in mitigating the effects of disaster**

* **Insight:** Aluoch (2015), in his research confirms that leaders who poses the skill of insight are able to overcome the challenge of disaster, by taking the responsibilities in building common understanding, motivation, inspiration, trust and hope for victims and the entire populations that have been affected by disaster.
* **Decisive**: As it is indicated that decision making require someone with sound judgement this is main function or a role of a leader in every sphere and organization. Aluoch (2015), also mentioned that having created the atmosphere of understanding and coming into terms with facts related to the disaster, comes the need for the leader to make the all but important step to make decision. This brings into play, the need for the leader to have a central skill od decisiveness.
* **Communication:** Communication is the core of disaster response. It is essential in informing, assembling the response team, give instruction and commands to the teams, and information to all stakeholders involved in the operation process and general public. A leader with the good communication skills will be able to reach out in whichever efficient means available, when other means of communication in disaster response fail to work.
* **Networking:** The ability to link different actors from the local community level to the responding local and international organizations is the required skill for leaders to respond effectively to disasters. Leaders with networking skills are able to know and relate with all organs in the field.

**9. Four levels of input needed for disaster preparedness**

* Develop disaster contingency plan to analyze the impact of potential hazard events so that adequate and appropriate arrangements are made in advance to respond in timely.
* Coordination at local, national and international level.
* Collaboration with all stakeholders such as agencies, local authorities, existing training training institutes and relevant NGOs, in planning organizing training for wide variety of government personnel, elected officials and others.
* Strengthen preparedness for response through training or capacity building which will require assessment which will reveal hidden assets and resources in government and civil society that can built upon strengthened preparedness and lead to a more predictable and efficient response and recovery process.

**10. Importance of gender issues in the disaster preparedness plans**

Gender is a central organizing principle in all societies. Difference in gender role will lead to differing risk profiles for women and men in disaster. In all settings, at home, at work or in the neighborhoods- gender shapes the capacities and resources of individuals to minimize harm, to adapt to hazards and respond to disasters. It is evident that low income women and those marginalized due to marital status, physical ability or age, social stigma are especially disadvantaged. At the grassroots level, on the other hand, women are often well positioned to manage risk due to their roles as both users and managers of environmental resources, as economic providers, and as caregivers and community workers. For these reasons it is necessary to identify and use gender differentiation information when preparing plans for disaster response, to ensure that risk reduction strategies are correctly targeted at the most vulnerable and are effectively implemented through the roles of both men and women.

**11.Volunteer organizations assistance in my country in the latest disaster**

we have various volunteer organizations such as Red Cross, Help and USA Peace Corps. These organizations is provide access to information to the vulnerable and very poor households and services regarding early warning, in the provision of information, they help central government, NGOs and CBOs to draw up plans on Community Disaster Preparedness Plans and the government to come up with initiatives working towards Shock Responsive Social Protection. Though we haven’t experience latest disaster recently, the situation leaves the populations of my country unprepared for these kind of shocks or hazards. As way of increasing resilience of vulnerable households in my country, volunteer organizations assists communities in building their capacity to address the most urgent situations of vulnerability to reduce the impact from disaster on their lives. They also facilitate improved emergency preparedness, including timely availability of weather information and action plans that will help communities, government and local stakeholders to prepare and respond more effectively to disasters

**12. Importance of involving community in project management**

The importance of involving community in the project management it is for the communities to influence the direction and execution of development projects rather than merely receive a share of project benefits, (Bamberger,1988). Community involvement in project management is very important because communities are involved in project design and implementation processes, this create sense of ownership and people feel empowered because they actively involved in the decision-making processes. According to Schenck et al (2010), joint effort is about encouraging contributing perceptions, understanding, intuition and values of the group. In this case people are in good position to share common goals, objectives and vision to produce preferred outcomes. Hence it is crucial to establish a mutual exchange between project managers and the communities or beneficiaries in order to produce best results and other hand trust is established between the two and cooperation can be forged in the process.

**13. Challenges faced by project development officials in emergency situation**

They normally face challenges relating to cultural, political and social traditions in many cases people affected are found not ready to engage any type of a project due to devastations they have encountered, thus this obstruct the smooth execution of major projects. Some are political, economic, operational and physical difficulties that inhibit or delay projects.

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