



## Leadership-Make a difference

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### ABSTRACT

*The article focus on leadership that matters the most to any organization, be it business, private government or life. Leadership makes a big difference, and the article focuses on how management with proper leadership brings about success to organizations. Through this article I have described more in detailed the characteristics and dynamics of an effective leader that fulfills the essence of a good leader*

**KEYWORDS :** Leadership, management, leadership traits, leadership skills

### Introduction:

Researchers have conducted tremendous research to study the behavior of the people and understand what drives harmonious conduct in organizations. Theory and research suggest that leadership and confidence in an individual influence ethical moral behavior in any organization. Leadership is a way of motivating and directing others. It is one of the prime functions of management. Management and the ability to influence people behavior through proper leadership are usually equated. We cannot deny the fact that the best managers are always good effective leaders. Leadership is that behavior that influences individuals to achieve the desired goal. Leadership is an attitude that is available among all of us. It can be defined in many ways. In simple ways it can be understood as a state of mind or a procedure that influence others.

Leadership exists in every individual and it is seen in every field, may it be family or educational institution or any private organization leadership helps in exercising activities in proper ways. It can also be considered as a management skill that helps individuals in accomplishing the objectives of any organization. An effective leader is one who can bring success from a weak plan but an ineffective leader is one who can spoil the best plan also. We can also say leadership plays a dramatic role in groups within an organization. It helps in bringing the best out from within the people and also inspires them to tackle with the tough times. It really makes a difference when an effective leader executes his role and power to motivate his group members towards a common goal. Leadership skills make an adequate difference not only at workplace but also beyond that. This is because leaders do show a difference to the performance of their organizations. An effective leader works as a wonderful steward to his people.

### Objectives:

#### To learn about:

- To examine key dimensions of leadership for improving organizational effectiveness
- To study the important traits of effective leaders

### Essentials Traits for an Effective Leader:

On the first note there should be an interest within a person to lead others. Without it, you will never feel comfortable in the role given to you. Lack of interest in a leader may affect adversely on your team members. They may eventually show a disinterest to be in your group.

The second trait of an effective leader is sincere commitment to the long term goals of the organization they belong to. If the leader doesn't show seriousness in the vision and mission of his organization then it would be very difficult for the leader to bring in the seriousness among his group members to accomplish the organizational goals.

Lastly, integrity does play an important role in making a leader effective. A leader is always expected to show an element of honesty out of the role he is positioned to. It is not a way difficult for a truly showing honesty leader to be successful.

### Principles of Good Leadership:-

**Leaders give clarity in vision:** When leaders give a clear vision to the employees, they build a confidence within themselves. Achieving vision needs lot of practices followed by a change that should be managed tactfully by a leader. People expect leaders to have an extra sense of looking at the future of the school. Hence, they need to make the statement of vision very clear in front of the employees.

**Leadership can be educated and learned:** Effective leadership can be observed, described that can also be learned and trained. The assumption that leadership skill is inherent and inborn is not totally correct because successful leadership stories are also seen within passionate learners.

**Setting standard goals:** Leaders are expected to decide the goals and communicate it effectively to the people. And once goals are achieved the leaders should celebrate it with his people. The excitement and happiness shows your passion for achieving the goals.

**Effective leaders are passionate learners:** Leadership skill is more of learned behavior that is found within the persons having an interest to learn and grow more. It is found as a combination of coaching and planned practice. The leaders interested to learn frequently can always be a successful leader.

**Leadership is contextual:** Context plays a vital role in making the leadership effective. Leaders are successful if the context in which they are operating is flexible. The conducive environment where a leader functions his skills influence the behavior of the people.

**Identification of a problem:** Leaders don't blame anyone for mistakes rather they take all the mistakes onto their shoulders. They give all the credits of success to their followers and are always ready to take risks and challenges. Once you identify the problem you will definitely find the proper solution to it. Thus, finding the right problem is very important for any leader.

**Initiatives should be encouraged at all levels:** People should always be given a chance to give new ideas and take new initiatives at any level. They should not be confined to a set of actions and behavior rather they must utilize their talent and be creative. They should also be praised for their innovative and good initiatives and their success should be celebrated.

**Developing effective communication:** Communication is the fundamental ladder of creating views and opinions. Clear communication helps in proper understanding of goals and objectives. The progress story lies behind the effectiveness of the communication which makes decision making process easier and simpler. A leader is an individual who trains and develop one or more followers having miscellaneous skills and capabilities that compels the followers to attain organization's goals and objectives. The leader gets his followers influenced by showing a farsighted vision of the future in clear terms

that bring in with their values in such a way that they ascertain the future of the organization with the present-time action.

Effective leadership is the consequence of wise application of skills

#### **Understanding the need and the demand of the post:**

A leader is always expected to understand his needs first.

A leader should understand his follower and his needs properly then only he can deal with him and help him to grow more.

This proper understanding of needs helps in planning the course of action and getting the things to be done.

Good understanding among one another also helps in building trust and good rapport within the individuals. A good successful leader should possess the following skills:

**Communicating:** A leader should be able to speak well and listen carefully to his followers. He should be able to communicate clearly and regularly. He should give proper information and receive information correctly. Effective communication will make the things get done easily and smoothly.

**Planning:** A good leader plans his actions according to his available resources, skilled manpower based on his tasks and objectives that are need to be attained.

**Setting the Example:** The leader should behave in the same way they expect their leader to behave. The leaders should show others proper way of conducting yourself by setting them an example. Without this skill all other skills will be of no use, hence this is the most important skill any leader should possess.

**Sharing Leadership:** A leader should make more good leaders born, he should teach the skills required to be a good leader.

**Evaluating:** It evaluates the work done by the group, contributing their performance in a group.

**Counseling:** It is a very important skill because it helps the people in solving their own problem and encouraging them.

Organizational climate or organizational environment plays an important role in determining the effectiveness of the leadership. In other words, organizational effectiveness leads to leadership effectiveness. Hence, managing culture is an important aspect for every organization. However, good organizational culture can be identified through consistency in performance, employee morale, improved productivity and dedication among the employees. Culture can be said as the most important tool of creating great successful organizations. But, the consistency in the culture can be maintained through proper leadership. As the nature of the organizations is changing perhaps, the leadership behavior needs to change accordingly. Organizations are becoming more open to new innovative and creative ideas. This openness demands a well capable workforce with professional leadership. As people increase their tasks and duties towards a knowledge based culture, they feel the requirement of an effective leader less than the organizational effectiveness. Indeed, organizations should support and improve their learning structures and the expressions of leadership qualities individually. Further, leaders should be adequately prepared for the future. The leadership capacity is insufficient to meet the future leadership requirements. The few most important skills that should be essentially present among an individual leader are-influencing people, proper planning, commitment from people and handling change. These skills are though absent now among the leaders but are required for the tomorrow's leaders. In future, the participative way of management must be found in leaders so that they can rely on collaboration way of getting their job done. Leaders who are effective in these areas will not face problem in future and will always be demanded by the organizations in the coming years. Those having weakness in these areas will have to go for significant learning for proper effective leadership skills.

In brief, the following five steps any organization can adopt to fill the

gap between current leadership capability available and future required leadership need:-

**Leadership Need Assessment:-** Identifying the capabilities available in your organization presently and finding the future requirement of leadership, further finding the gap between the two will help to determine organizational leadership gap.

**Developing Leadership Strategy:** - A clear understanding of the organizational strategy and the leadership behavior and skills required to implement the business strategy allows the executives to follow a proper leadership strategy.

**Focus on Individual leadership development:** - Individuals' strengths and weakness areas should be identified and evaluated. Various developmental mechanisms should be adopted like feedback, coaching, mentoring etc to develop the leadership skills among individuals. Make sure that the skills developed will help them in attainment of organizational goals.

**Developing Systems:** - Identifying the right talent, developing performance and retaining the talent should be taken care of. Right system will help not only to recruit right people but also to develop their performance and retain them,

**Evaluating performance:** - Building systems of evaluation, rewards and recognition for their efforts should be given attention. This will help employees to improve upon their weakness and strengthen their performance.

In absence of adequate steps of leadership development, the leadership gap will widen that will affect organizational performance adversely. Some organizations, to manage change may also go for hiring new employees or hire new caliber leaders whose skills may match present organizational needs but it may not continue to match five years after. Hence, hiring effective leaders according to organizational need is not the solution rather organization should adopt mechanism of developing leadership skill set or enhancing individuals from time to time according to the need of the organization. The purpose of development is to ensure the development of appropriate leadership style and adopting the best way of practicing leadership.

#### **Understanding the role of leadership:-**

The two sets of skills that decide the success of any organization are management skills and leadership skills. Yet, individuals always get confused between the two. Managers may fail to lead people and they don't understand the reason behind ineffectiveness of getting work done through people. On the other hand, leaders may fail to manage and they don't understand why they are not able to get their job done or target achieved. In many cases you may require both the skills in equal frequency to handle any situation. But, in special circumstances you may require to use one of these skills mostly.

Individuals should understand that they manage tasks and not people where as you lead people not task. Certainly you need skills to manage resources effectively so as to get your work done, which in general terms refers to managerial skills. In opposite you require different set of skills to compel, engage and motivate people to achieve target which is termed as leadership skills.

Hence, the understanding of the role that an individual has to play carries of vital importance. A leader can be effective only when he understands the role he has to play and the skills required to be an effective leader.

#### **How is an effective leader born?**

An effective leader is born through experience in executing their leadership skills. There are various mechanism through which an effective leader is born those may be, selecting, equipping, training and influencing. Now the question arise who does these mechanism. Let's study in detail that selects, equips, trains and influence these processes.

**Selects:** - In order to have followers in the organization, it is first important to bring the employees into the organization who will act as followers to the leaders. More importantly, it is of vital importance to

get right people in the organization. This concept is named as person-organization fit. In order to achieve success in the organization the notion of finding right people for the organization should be given emphasis. More specifically, leader should select the employee for the organization and then decide with the employee that which job is fit for him. The Cult-like relationship among the follower and the organization should not be encouraged.

**Equips:** - Without adequate resources it is next to impossible for the employees or followers to attain the goals of the organization. Hence, a leader equips the followers by providing them appropriate resources, tools and equipments so that they can successfully complete a task. This concept was also given by Bandura who named the concept as "Self-efficacy" that means efficacy in performing in the organization.

**Trains:** - Additionally training is a must for the followers to achieve success in accomplishing the tasks of the organization. Followers must have good knowledge, skill and attitude to perform in a task. Training should be provided not only for task completion but as a means of improving the person's efficacy and self-esteem. To meet the rapid change in the environment there should be requisite skills that will contribute in organizational success. Hence, the process of training should be continuous for the followers of the organization.

**Influences:** - When the followers have the values as same as the organization, and also have the required resources and are given with necessary training to do their jobs well, then it is not difficult to influence the employee to complete the task. As, if a person is interested and motivated in doing his work and has the required skills to do the work then only with proper direction given by the leader he can easily accomplish the goals, the leader will not have to manage in every step of the followers action. Followers are influenced through

communication that may be either through formal communication or informal communication. Informal interpersonal interactions also play a greater role in influencing the followers.

#### **Conclusion:**

Each organization has its own priorities, context and culture on the leadership front. Investment in all phases of the leadership development process needs to be made with careful and detailed understanding of the organizational context. Effective Succession management and leadership development enables to build an inherent capacity for leadership. A Leader is an integral part for organizational excellence. So, the development of effective leadership must be in sync with an organizations vision, mission and strategic objectives to improve organizational effectiveness.

***"The ultimate measure of a man is not where he stands in moments of comfort, convenience and success, but where he stands at times of adversity, challenges, and change."***

**Martin Luther King**

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