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Leadership matters!

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ABSTRACT

Leaders don't create successful employees rather they create successful followers who follow the footsteps of their leaders. The success of any organization largely depends on the manpower it has and especially its leader. Leadership is all about setting an example, instilling the values and ethics, envisioning the future, challenging the process, daring to take risks and recognizing the employees and celebrating the values and victories. Leadership is not something you do to people, but it's something you do with people and the impact that the leader creates on the team matters the most.

Keywords— Leadership, Leaders, Inspiration, Followers

1. INTRODUCTION

1.1 LEADERSHIP MATTERS!

1.1.1 "SPEED OF THE LEADER IS THE SPEED OF THE TEAM – LEADERS DO MAKE A DIFFERENCE": Success of any organization largely depends on the manpower it has and especially its LEADER. Efficiency and inspiration start with the leader. Leaders set the tone for performance and ensure that employees keep up the pace. Leaders **"Lead by Example"** and encourage and develop a willingness to work with confidence to the entire team and also necessitate a sense of urgency to the entire team. Anyone can be a boss but leaders are few. Leaders don't create successful employees rather they create successful followers who follow the footsteps of their leaders. Leaders set the trend, inspire and mentor the team.

Leaders foresee the future and communicate the vision and ideas to the team. Leaders understand that their employees are the greatest assets and if they take care of their employees, they will take care of the organization". It's basically identifying and keeping the right men at the right place which is the secret of success to any organization. Leaders also understand that resource optimization is intelligent management. The success of any organization solely depends only when it optimizes its resources especially the "Manpower"; the very reliable resources who can optimize material and money for the organization. A servant leader takes every effort to exert influence over their employees, empower and train them to achieve the goals of the organization and rejoices the success of the subordinates. Exemplary leaders bring out the best in individuals, teams and organizations. They have a positive effect on the outcomes enabling ordinary people to make extraordinary things to happen.

1.1.2 "LEADERSHIP SHOULD NOT BE TOLD, RATHER IT SHOULD BE FELT": Leaders should be a source of inspiration and the two qualities that a leader should always possess is **"smile"** and **"silence"**. Leaders should possess the ability to make even difficult decisions calmly and authoritatively – either it clicks or it fails, the leader takes the responsibility of the decision. Leaders take more initiatives than anybody in the organization and leaders understand that Leadership is not about title, it's about attitude. Leaders should always work with a determination and commitment and showcase the entire team what committed work is all about. Leaders should dare to take risks and should be responsible for the consequences that arise. Leaders should be able to infuse/instill confidence to their team. Leaders should showcase authenticity, sincerity and be persuasive and socially sensitive. Leaders find the perfect team and make them work uniquely and keep improving every day. Leadership is purely recognized based on the creativity the leader exhibits. Leadership is all about setting an example, envisioning the future, challenging the process, daring to take risks and recognizing the employees and celebrating the values and victories. Leadership is not something you do to people, but it's something you do with people.

1.1.3 "KEY INGREDIENTS OF LEADERSHIP": Power is a key ingredient of leadership to control activities of other individuals in such a way that the entire team is inspired to give their best to the organization. A leader should be able to use the power of leadership to good effect. Understanding leaders are very successful. When the leaders win the confidence of their employees they secure the confidence and make the working environment very conducive. Leaders also have the capacity to make or break an employee. Leadership matters – Great leaders make and shape employees on the other hand; poor bosses break the employees. Great leaders do not wait until people do things exactly right to appreciate them.

1.1.4 “LEADER’S VISION”: A leader should be a visionary, execution and a thinker in a broader perspective. A leader without a vision will fail miserably. A leader communicates their vision to the team and encourages/motivates them to achieve the vision.

1.1.5 “LEADERS TRUSTS”: A leader should trust his troops, delegate responsibilities, create a conducive working atmosphere for their employees and allow their employees to make decisions. He should not be a micromanager. This important trait of a leader is essential to build a good interpersonal relationship with the employees.

1.1.6 “GOOD LEADERS LISTEN”:

A good leader should be a great listener. One of the key skills that a leader should possess is attentive listening skills. Listening is a powerful weapon to build mutual trust between the leader and the employee. Listening is a tough skill to learn which incompetent bosses fail to learn. The quality of listening determines the quality of leadership. Every employee expects their leaders to listen. Leaders listening attentively to their employees are merited. Leaders should listen to the problem and concentrate on the “Content” and not on the “Tone” in which it is said. Great leaders empower people to turn their innovative ideas into reality.

1.1.7 “LEADERS ENJOYS”: A leader should not be unflustered by any situation and should enjoy his work. Even when the sailing is not smooth; the leader should remain positive and communicate the same to his team. A leader should disseminate this joy to their employees to create a good working environment.

2. “FUNCTIONS OF LEADERSHIP”

At the workplace, employees should be honest in their job and leaders in the organization should recognize, respect, acknowledge and celebrate honesty. When there is the existence of both these combinations the organization grows great in stature. Employees produce great results for the organization when they are rightly assisted or supported by their leaders. Great leaders step in and extend support to their subordinates as and when required and at times even if not told. Great leaders understand that sophistication of employees is very important than enjoying sophisticated leadership.

Successful leaders are admired not for their level of success; it’s because of their humility in acknowledging, recognizing and giving pride to their team’s contribution to success. Great leaders are never an “I” specialist. These leaders will never say “I” did it, it will always either be “We” did it or “They” did it. This attitude and approach of leaders instills confidence and inspires the entire team to do much better. Great leaders understand that “I” attitude can make them feel powerful but will not gain any respect from their team. Great leaders also understand that it’s needless to be a super brilliant leader when they are part of a great team. They always believe in teamwork and understand that without a good team they are nothing. A leader is an appropriate counsellor and provides the required inputs as and when it is required to boost up the morale of the employees. Leaders should know that if they want their people to be responsive, he/she should also be responsive to their needs.

3. “THOUGHT LEADERS”

The most important trait a successful leader should possess is the ability to think out of the box. An idea of an individual is powerful enough to change the world. Ideas and leadership are the two vital qualities of thought leaders. Thought leaders transform ideas into reality through people. Thought leaders generate enchanting innovative ideas and turn ideas into reality with a vision, conviction and inspire others to action. Powerful thinking and higher levels of problem-solving skills make the leaders unique. Leaders train their brain to stay focused even when they do multitasking without losing focus on the core areas. Great leaders are adept in circuiting their focus even to minute details and understand that the power of deep thinking is the essence of creativity.

4. “LEADERSHIP TYPES”

- **Autocratic** Leadership is exercising utmost authority over the employees and dictates terms and takes decisions on their own. Being very authoritative.
- **Democratic/participative** leadership is where everyone is given equal importance to participate and the employees views are also taken into consideration.
- **Laissez-Faire** leadership is a non-authoritarian leadership style where the employees are allowed to make decisions.
- **Benevolent Autocratic** leadership is allowing their subordinates to carry out their tasks with some freedom but the final decision will be taken by the leader.
- **Supportive** leadership is being considerate and understanding their employees and help to develop their abilities.
- **Situational leadership** where the leader adjusts his / her style to fit the development level of the followers he/she are trying to influence.

5. “SITUATIONAL AWARENESS”

Situational awareness is an accelerating response to the actual awareness of the situation. A leader should be very assertive enough to understand things that are happening around. Leaders’ character is symbolized by the reaction and awareness that is exhibited at the workplace at all times especially during a crisis when decisions have to be taken within a short time period. Situational awareness is optimizing time to complete or react. Leaders should be able to exhibit greatness and show character improvement in the workplace.

6. “WORKPLACE INTELLIGENCE”

Leaders understand that every employee in the organization is a limitless possibility with enormous potential. A leader identifies the employee’s talents and nurtures it well and understands that employees will never take a backseat when their ideas and

innovations are merited. Leaders give importance in creating a congenial working environment which will enable the employees to contribute more to the organization. Workplace intelligence is focusing on high-quality workplace relationships and providing trustworthy environment.

7. “EMOTIONAL INTELLIGENCE”

Leaders understand the importance of emotional intelligence at the workplace as they have to work with different kinds of personalities with different emotions. Emotional intelligence is a quality that helps the leaders to understand, recognize and regulate their own emotions at the workplace. When they have high emotional intelligence quotient then they can manage themselves better and also can understand the emotions of their colleagues. This will directly allow them to manage better relationships in the workplace with their colleagues.

8. “LEADERS APPRECIATES THEIR EMPLOYEES”

Every employee is an asset to the organization and they should be celebrated by the leader. Employees should be appreciated for their good quality work which boosts up employees morale. Appreciative leaders instil confidence to their employees and make them that they are a valued member of the organization. When employees feel they are recognized they deliver more than what is expected from the organization.

9. “CONCLUSION”

Leaders should consider every employee as an asset of the institution. Leaders should be able to use different leadership approaches to influence their fellow employees to give the best. A leader cannot adopt one leadership style at the workplace. It differs based on the situations. At the workplace every employee looks up to their leaders, therefore role modelling is very important. The workplace should be a paradise and that is possible only when the team has a competent, skilful, understanding, compassionate leader. Leaders make a difference in the functioning of the organization as well as in the wellbeing of their employees. Leaders are game-changers. Great leaders inspire their employees to go places that they would never go on their own and motivate them to attempt things they have never thought they had in them.

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