

LEADERSHIP

STC/NBQ/NBQ

Effective Leadership is essential to the survival and growth of every organization. Leadership can be described as the process of motivating and directing others to the achievement of some objectives.

Leaders are able to influence others by virtue of their possessing power. This power can be of varied nature. It may be the power derived from the position of a person, it may be the power derived from the authority of the person. A person in an organization may also derive power by virtue of his expert knowledge, skill or experience.

Success of leaders depends upon his qualities and characteristics. Thus leadership can also be defined as “the quality of the behaviors of the individual in the guidance of the people on the desired activities.”

Type of Leaders: -

A) According to style –

- i) **Authoritarian or Autocratic Leaders** - Leader drive their gang through command and by developing fear in their followers. Such leaders give orders, assign duties and responsibilities without consulting the employees.
- ii) **Democratic or Consultative Leaders** – These leaders always work according to the wishes of their followers. They frame the policies and procedures in consultation with them.
- iii) **Persuasive Leaders** – Such leaders influence their followers due to his personal contacts and to join with him is getting things done.
- iv) **Functional leaders** – Such leaders lead because of their expert knowledge and win the confidence of their followers by their superior knowledge.
- v) **Free – rein Leaders** – These leaders are very little power and dependent on subordinate to set their own goal.

Practical experience has shown that authoritarian leadership produces hostility towards their leaders and whenever leader is out the production drops to a minimum. But in the democratic leadership the difference in production in

the absence of leader is very less. It tends to increase the production because it wins the confidence, co- operation, loyalty and initiative from his followers.

B) According to field –

- i) **Labour leaders** – These leaders come to prominence due to their qualities of speech, behaviour and actions. They are capable to convince the people and bring them round their viewpoint.
- ii) **Administrative leaders** – Administrative leadership means leaders or bosses in the administration. These persons are responsible for form relation of policies, programmes and plans of the organization and also responsible for their execution.

Qualities of Leadership

- I) Intelligence and technical knowledge.
- II) Initiative – initiate good activities.
- III) Decisiveness – capable of making proper decision and proper time.
- IV) Persuasiveness – ability to pursuance.

- V) Responsibility – able to know and feel responsibilities.
- VI) Ability to inspire.
- VII) Social conciousness – ability to realize that he is dealing with human beings who also belong to a social status and sense of respect.
- VIII) Positive attitude.
- IX) Energy – good health and physical as well as mental.
- X) Knowledge of human relation – feel for individuals and recognize their problems, motivate and get workers to work together.
- XI) Communication skills – able to talk and write clearly and forcefully.
- XII) Teaching ability – help, develop and inspire subordinates.
- XIII) Maturity – emotionally stable and do not break down with frustration.
- XIV) Attitude – enthusiastic, optimistic and loyalist towards the organization.
- XV) Creative and independent thinking.
- XVI) Open mindness.
- XVII) Self confidence.
- XVIII) Foresightedness.
- XIX) Faith and respect from followers.
- XX) Vigilant.

Functions of Leadership: Leader has to achieve the tasks (mission, objective or goal)
One has to work according to needs and should reach the objective.

Handling the boss: Know your boss completely □ Be dependable □ Listen to him with undivided attention □ Brevity in your speech to convey your thoughts clearly □ Be diplomatic □ It is wise to let your boss look good □ Be a team player □ Solve your problems

Conclusion: The management development institute, Gurgaon along with other two management Institutes undertook a survey of the need for leadership training. The major conclusion emerged from the survey.

Productivity in India can be improved by 30%-40% without extra finance or new technology. If only we could improve the leadership abilities of our executives.

Leadership theories and styles which are taught in management schools are not very useful to improve leadership. Practical approach to leadership should be the basis for any training, so that the executive can improve their effectiveness.

It is necessary for Leaders to keep on reading the lives of outstanding men in their own fields. The lives Ashoka, Akbar, Shivaji, Vivekananda, Tilak, Napoleon, Einstein, Abraham Lincoln, Churchill etc – have inspired generations of leaders round the world.