

# LEADERSHIP

Leadership may be defined as the human factor, which binds a group of people together to motivate towards a common objective. Operationally leadership has been defined as the process by which an executive or manager imaginatively directs, guides and influences the work of others in choosing and attaining specific goals by mediating between the individual and the organization in such a manner that both will obtain maximum satisfaction. Conceptually, leadership is an interpersonal influence, exercised in situation and directed, through communication process, towards the attainment of specific goals.

## **Characteristics of Leadership**

Some important characteristics of leadership are as follows-

- 1) Followers – A leader must have followers, because without followers, leadership cannot be imagined. It does not exist in vacuum.
- 2) Working relationship – There must be working relationship between the leadership and his followers. It means that leader himself must be an active participant, else he will have no effect.
- 3) Common goal—There must be some common objectives of interest among the leader and his followers.
- 4) Ideal behavior—a leader sets example so that his followers are able to correlate with him.

## TYPES OF LEADERSHIP

Based on human relation the following are the categories of leadership –

- a) Automatic
- b) Democratic
- c) Laissez faire

a) Autocratic leaders are those who dominate and drive his gang through coercion, command and installation of fear in the mind of his followers. Such leaders love power and love to use it in promoting their own personal ends.

b) Democratic leaders are those who always act according to the wishes of his followers. He follows the opinion of the majority of his group.

c) Laissez faire leaders are those who give free hand to his followers to work according to their choice. The leader won't interfere in their way of working and will give his advice only when approached for this purpose.

Some other types of leadership; also exist; they are—

- 1) Personal leader—The leader keeps personal touch with every follower. He watches their activities thoroughly and obstructs any wrong doing.
- 2) Non-personal leader— There is no face-to-face link between the leaders and the followers in this case. The medium through which the directions of leadership reach the followers are-
  - a) Written orders
  - b) Oaths and pledges
  - c) Plans (through circulars)
  - d) Sub leaders
  - e) Other instructional techniques

This type of leadership is seen in large organizations

3) Paternalistic leader—In this case the relation between the leader and followers is like father and son. The predominant features of this leadership are;

- a) Personal attachment between the followers and the leader.
- b) Love and affection.
- c) Regard for the leader.

4) Intellectual leader – Intellectual leaders are those who win the confidence of his followers by his superior intellect or knowledge.

5) Persuasive leader – This type of leader possesses a magnetic personality that enables him to influence his followers to join with him in getting things done.

6) Creative or positive leader – The creative leader uses the technique of circular response to encourage ideas to flow from the group to him as well from him to the group.

7) Non-creative or negative leader – The attitude of this type of leader is always negative. He gets the commands carried out through fear and force. The followers do obey his orders but in the heart dislikes his leader.

## **QUALITIES OF EFFECTIVE LEADERSHIP**

- 1) **Physique**—Since the working time and its length are unlimited and uncertain for a leader, he should be hard working and energetic. A leader should have good physique and stamina.
- 2) **Sense of purpose and direction**— A sensible leader is supposed to have a sound knowledge about the aims and objectives of the group. He should be capable to choose the simplest and foolproof path to achieve these aims and objectives.
- 3) **Enthusiasm** – A leader should have unchallenged integrity in his thoughts, words and actions.
- 4) **Integrity** – A leader should have unchallenged integrity in his thoughts, words and actions.
- 5) **Intelligence** – Higher the intelligence of a leader, better is his understanding of massive groups activity. He should also be intelligent enough to be in a position to see various pros and cons of a decision before implementing it.
- 6) **Initiative**—A good leader always takes initiative to accept challenging jobs.
- 7) **Impartiality** – A leader should never favor any follower or a group of followers and ignore others. This partial attitude is bound to end his control over the group who adopted him as a leader.
- 8) **Competence**—A leader knowing nothing about the working procedure to achieve the common objectives cannot expect his leadership to be long lasting.
- 9) **Friendliness and Affection**—A leader can have highest output from his followers, if creates a sense of friendliness and affection in their hearts. This results in a feeling of brotherhood and the group behaves as a family.
- 10) **Decisiveness**—The leader should be capable to make quick and correct decisions.
- 11) **Flexibility**—Successful leaders have an attitude of flexibility i.e. he should be able to realize matters from others' point of view.
- 12) **Faith and belief**—Mutual faith is an essential factor for understanding and efficient functioning of a group.
- 13) **Motivation**— A leader should have the ability to motivate anybody to his own way of thinking.

- 14) **Emotional stability**— A leader should have rational and calm temperament.
- 15) **Sense of responsibility** — A leader must be able to shoulder the responsibility of all the consequences occurring from decisions taken by him. He may avoid taking responsibility of the good consequences but he must take the responsibility of the bad consequences.
- 16) **Self Discipline**— A self-disciplined person is readily acceptable by people in his group. Self-discipline is what a leader does when nobody is watching him.
- 17) **Group organizer**— A successful leader must be a good planner, coordinator and should be able to organize group activities. He should be able to direct the efforts of his followers in such a way that they may be able to help each other through their actions and collide with other.
- 18) **Honesty & Ethics**— A leader should always be driven by honesty & ethics.
- 19) **People Skills**— A good leader should be able to communicate with people of different caste, creeds and culture, quite easily.
- 20) **Optimistic about future leadership**— A true leader is never alarmed of future leaders among his followers since it will only strengthen his ability and reaching the target becomes much easier.
- 21) **Positive mental attitude**— Positive attitude of a leader helps him to stay steady and keep him focused towards the goal, when the going gets tough.