

Leadership

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Abstract

Quoting the legendary American football coach Vince Lombardi - "Leaders aren't born, they are made. And they are made just like anything else, through hard work." "Do you have ambitions to be a company director and gain a seat at the boardroom table? If so, your hard work and determination will get you there". It is just not that easy to be a leader, unless you are willing to lead by example. It is just not that bit of extra hard work put in, compared with others, but it is the right attitude that one possesses is needed to put things through. The epitome of all that is great lies in the basic qualities one possesses - 'honesty, character, integrity, faith, love and loyalty' as quoted (Zig Zaglar), in a certain way identifies the qualities a good leader should possess. It would invariably be noticed that good leaders develop from organizations that lack a professional environment, suffer from chaotic systems and autocratic measures. This gives an opportunity for leaders to contribute.

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I. Introduction

Emotional intelligence plays a significant role in a leader's survival at the top irrespective of one's intellectual and functional capacities! Leadership is more on achievement rather than keeping an organization afloat. A leader cannot just survive on popularity, showmanship or wisdom, but it is emotional intelligence that plays a role. Modern day businesses mostly rely on their brand image. Leaders are shaped according to the way the business goes. Effective leaders take a personal interest in the long-term development of their employees, and they use tact and other social skills to encourage employees to achieve their best. It isn't about being "nice" or "understanding"—it's about tapping into individual motivations in the interest of furthering an organization-wide goal. Really effective leaders use tactful emotional skills to encourage employees to contribute. Psychologically work on their feelings, usher in a change best suited to the situation, be it financially, or socially interacting with them.

Leadership Defined

A leader is one who sets the goals, sets the corporate culture, provides circumstances that lead to optimism and sees to it that the organization has a brand image! He is the one who takes care of his fellow employees, and gives them an opportunity to do better, creating a positive energy through the entire organization. The leader is a visionary, a coach, an empathetic person firm in his dealings and at the same time compassionate and democratic. He is a charismatic leader, able to turn around the entire workforce dealing with different persons suited to their style of functioning. A leader's emotional intelligence should be really high, being used with empathy and tolerance! A strong leader should be one with ability to explain clearly and listen to his fellow colleagues, take advices when he feels it is right - a clear communicator, to impress people and take the organization forward achieving newer and higher levels of success; and is one who has the ability to take quick decisions, under pressure, trustworthy for the company, clear communication skills, and the resilience to see things through. In other words, one capable of taking risks, motivate others, help people to do things anew, innovate, contrary to the things that are already going on.

Types of Leadership

Several types of leadership could be seen across various systems of management, depending on the size and type of the organization. Smaller organizations are mostly conventional ones, depending on bureaucratic, or extremely autocratic types of leaderships. Some have been briefly explained here.

Democratic Leadership - This leadership style includes all the members within the organization to participate in decision making introducing feelings of involvement and inclusion. It is mostly a collective decision. This could many a time promote cooperation of all - democracy! advantages are that everyone feels that he is part of the decision-making processes.

Autocratic Leadership - This leadership style is authoritarian, where there is individual control over all decisions, with absolutely little or no input from other members in the organization. Autocratic leaders take decision based on their individual preferences of ideas and judgements, rarely taking advices form others in the organization. This could end up in lack of correct decisions.

Laissez-Faire Leadership - This type of leadership encourages flexibility and high morale in the organization, and develops development of leadership skills, could lead to accountability issues and exploitation

Transformational Leadership - This type inspires others to go beyond expectations, have a shared vision for the organization, could develop futuristic leaders

Transactional Leadership - This involves management based on rewards and punishments, exchange systems

Bureaucratic Leadership - This type of leadership believes on maintaining orders and regulations, risks are not taken, nothing creative, depends on formal policies for procedures and decisions

Servant Leadership - Leadership style and philosophy is on a fellow worker type of mundane management

Leadership Development Programmes

Leaders are continuous change-makers. Whether they are in any type of industry, educational organization, or in a marketing environment, leadership is about enabling a set of people to work together guiding and deciding outputs, and visualizing future course of actions. Some achieve greatness, while some have greatness thrust upon them. Whatever be the situation, “leaders are not born, but are made”! Not all things written in textbooks help a manager – mostly things come by living through experiences

Of late, most of the organizations, have resorted to upskilling of their personnel, to tide over the fast-moving changes in technology and the increased competition both within internally and from international sectors. In the coming years the demographic dividend is also likely to be a new factor that drives competition between countries. Apart from being good at their present jobs, leaders need to undergo upskilling to face newer technological developments – facing the entry of VR/AR, AI and Robotics into every thinkable field! In the real sense, it is not what you are but what you are capable to do. It is not a formal leadership situation which was there, but the newer transition needs a leadership which can perform not ones which hitherto had formal authority. It is going to be in actions not communicating skills alone that can solve the problems! Leadership now has to align people for collective action to execute besides continuously renewing the organization. Current developments across the globe throws open a variety of questions facing the leadership now. Leadership development programmes seem to be the only answer, where several experts are needed to answer several problems arising at the same time. With the advent of newer technologies, mindsets also change amidst the plethora of changes that set in. Accordingly, leadership strategies should focus more on holistic organizational health. A situational approach is best suggested to focus on the emotional intelligence leaders should possess.

A well-designed and nicely tuned leadership development programme could be executed, to train the whole set of executives in the organization. Coaching, mentoring and apprenticeship may perhaps put people learning skills by applying them in real time. All these could promote leadership development efforts. All these could help in upskilling or reskilling all the employees in an organization if taken up seriously. This could drive people in the organization to solve challenges as well.

Religion & Leadership

“In comparing the Buddhist and Judeo-Christian worldviews, the general conclusion among social historians that of all religious persuasions, Christianity is the most conducive to modern corporate enterprise. The point here is not to deny or defend the position; the point here is to firmly note that leaders of business and organizations around the world will profit enormously from future research that investigates the relationships between religion and leadership and societal values and practices as admired and acted on in the marketplaces of the world”- Wolf Thom.

II. Conclusion

Leader should be one of unquestionable Integrity, possess adequate self-awareness, be empathetic, an active listener, always with an idea on innovating newer systems and procedures, resilient and patient, irrespective of the situation he is in. He makes a concerted effort to develop his team’s efforts and skills to reach full potential, lead by example, establishing strong everlasting trusting relationships to ensure success for the team and the organization as a whole. In order for the leadership to be effective, a leader should be a charismatic personality with strong communication skills to move the diaspora forward, achieving newer levels of attainment, better progress, steering the organization forward, planning the steps ahead visualizing what is needed and possible, at the same time take bold safe risks.

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executives in the organization. All these could help in upskilling or reskilling all the employees in an organization if taken up seriously.

Above it all, to quote Richard Branson “While it’s important to be visionary, inspiring, bold, clear and so forth – people often underestimate the simple power of kindness”. He quotes – “ aviation pioneer Amelia Earhart once said: A single act of kindness throws out roots in all directions, and the roots spring up and make new trees.”

To conclude, ‘Leadership’ *should set and achieve challenging goals, must take fast, bold and decisive actions, when necessary, outperform the competition, and inspire others to perform at the highest levels possible and always lead from the front .*

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