

## A STUDY ON CHANGING DYNAMICS ON LEADERSHIP WITH THE EVOLUTION OF THE ECONOMICS

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**Abstract**—A leader should have some capable qualities because the subordinate's will follow their leader's path. When we think of the most influential leaders throughout the course of history, we think of people like Winston Churchill, Abraham Lincoln, Vince Lombardi, George Washington, Mahatma Gandhi, Augustus Caesar, Nelson Mandela, Martin Luther King Jr., and John Wooden. These individuals are made follow those common characteristics from the most effective leaders in history that we can identify and try to emulate? Are leaders born, or do people become leaders? Qualities of effective leaders are something that have been researched again and again by businesses, colleges and universities, sports organizations and governments in an attempt to make ensure success and effectiveness of their respective organizations.

**Keywords**—Business, Leader, Organisation, Quality, Subordinates.

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### INTRODUCTION

A leader is a person who guides and directs others called followers. He gives focus to the efforts of his followers. The manager as a leader influences his subordinates into indulge in such activities are vital for the accomplishment of the enterprise goal. Often times the most influential leaders in our lives are not famous or well known. They are ordinary people who do extraordinary things (no matter how small) and make an indelible impact in our lives. These are the true people in our lives that we look up to. Take some time to think about these phenomenal people. Why do you look up to them? What qualities do they exhibit that make them invaluable leaders in your life? How do you want to emulate them? Thinking through this activity will allow you to develop a list of leadership qualities that you feel are important to possess to be a "good leader".

### DEFINITION OF LEADERSHIP

According to **Merriam-Webster Inc.**, a leader is defined as "a person who has commanding authority or influence". This definition, however, is very vague as well as void of the important individuality that each person brings to the concept of leadership. It is for this reason that the qualities of a "good leader" are difficult to define. Each individual comes to the table with different leadership styles, experiences, and philosophies. What is important is that each leader takes the time to evaluate not only her/his own leadership strengths and weaknesses, but also the needs and dynamics of the group with which they will be working. The exercises here will help you to determine what leadership skills are important to you and what kind of leader you may be or want to become.

"Leadership is the ability of a manager to induce the subordinates to work with confidence and zeal". - Koontz and O'Donnell

"Leadership is the ability to persuade others to seek defined objectives enthusiastically. It is the human factor which binds a group together and motivates it towards goals". - Keith Davis

It is clear from the above definitions that leadership is the act of guiding and directing the subordinates in order to attain the desired goal.

### **TRAITS OF EFFECTIVE LEADERS**

Former first lady Rosalynn Carter once said: “A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be.” Throughout history, there have been people who, for one reason or another become leaders. Some of these leaders can be found in government, the military, business, sports or even churches. So, what is it about an individual that make them an effective leader?

Many common traits, we narrowed the list down to the four that I felt were the most predominant and important.

#### **VISION**

Great leaders know where they're going and have a strong sense of mission. If you are going to lead others, you have to know where you are going yourself. People are more likely to follow a person that leads with a strong sense of confidence and direction. Vision should not just be talked about, it should be written out and shared with those that you a leading. Great leaders will even involve their people in the process to create the goals to be achieved. If people are involved in the process, they psychologically own it and you create a situation where people are on the same page about what is really important—mission, vision, values, and goals. A successful leader can see the future but still stay focused in the present. For a successful leader, a vision is not seen as a dream, but a reality that has not yet come into existence.

#### **PASSION**

German philosopher Georg Wilhelm Friedrich Hegel once said “Nothing great in the world has ever been accomplished without passion.” Passion for something is what makes leaders live, breathe, eat and sleep their mission – it's the “fire in their bellies” that inspires them on a daily basis. In an article in *Entrepreneur* Patty Vogan wrote: “Passion is such a key part of being a great leader that if you don't have it, you simply can't be a great leader. Think of all the great leaders throughout the ages and try to name one that did not have passion.” A leader's passion should be visible in how they talk and act. A person who has passion for what they are doing will naturally get others to follow them.

Think of all of the great explorers in our world's history: Christopher Columbus, Leif Erickson, and Marco Polo to name a few. It was the passion of these famous leaders that convinced sailors to take on new and extremely dangerous challenges that changed our world's history. If you don't have passion for what you are doing, it's difficult to get others to follow. Passion is an asset for any person, but especially for leaders.

#### **COMMUNICATION**

Communication is an important facet of life - it is an essential part of human interaction. The benefits of effective communication are many and obvious as they enhance all aspects of our personal and professional lives. The inability to be an effective communicator in our personal lives may cause problems or embarrassment but in our professional, lives the results of miscommunications may have much more serious results. Communication has two parts. The first is the communicator and how effectively she can convey her message to the listener. The second is how well the listener of the communication receives the message. There should be little or no misunderstanding, misinterpretation or confusion when communicating – if there is, the communication is not successful.

Listening is probably the most over-looked, yet most important piece of the of communication puzzle. Great leaders understand that one of the best leadership qualities involves listening to others with undivided attention. Abraham Lincoln once said "When I am getting ready to reason with a man, I spend one-third of my time thinking about myself and what I am going to say and two-thirds about him and what he is going to say." This quote stresses the importance of not just listening, but hearing. Listening is an attitude, a mindset that dictates whether you are either self-centered or other-centered. If you are other-centered, you are focused on listening, but more importantly you are hearing what is being said and are working intensely to connect the dots—the hidden messages, the ones that are not openly communicated yet are there for the taking.

#### **TRUSTWORTHINESS**

The best leaders are honest and trustworthy. People have a tendency to follow more closely those people that they feel they can trust. According to Covey (2007), integrity is perhaps the most valued and respected quality of leadership and one of the most important skills you need to attain. By saying what you'll do and then doing what you say, you will build trust around your team. In a world that has been in a serious recession for the past 4 years, trust is becoming an ever-vital

trait. Forbes magazine recently wrote: “In a world in recession, vertical power-based leadership becomes less relevant. The key success factor becomes the ability to persuade someone over whom you have no power to collaborate with you in pursuit of a common mission. Leaders can no longer trust in power; instead, they rely on the power of trust.”

Trust is not just about getting people to trust you, it’s also involves trusting others. You build relationships of trust through both your character and competence and you also extend trust to others. You show others that you believe in their capacity to live up to certain expectations, to deliver on promises, and to achieve clarity on key goals. You don’t inspire trust by micromanaging and second guessing every step people make. Getting people to trust in you and showing others that you trust them a key to great leaders. Without trust, nothing else matters.

- **Ability to Analyze:** The leader must be able to analyze any problem and offer an immediate solution. He should be alert mentally.
- **Emotional Stability:** The leader must not make decision influenced by emotions. He has to approach any problem intellectually and find a solution.
- **Foresight:** The leader must foresee what is likely to happen. He must be able to visualize the future events and prepare his followers to meet challenges.
- **Sense of Judgement:** The leader must be able to judge what is good under the given circumstances. Only then he will be able to evolve certain practical decisions.
- **Understanding:** The leader must not always thrust his views on his followers. He must also listen to their viewpoints particularly while making decision in a critical situation.
- **Sound Physical Health:** The leader must possess robust physical health. Mental health, no doubt, is important. Physical health is equally important. He will be able to speak for hours only if he has good physical health.
- **Positive Thinking:** Last and no least, the leader must be an optimist. He must always have a positive attitude towards is work. Only then he will be able to instill such a feeling in his followers.

### SOMEOTHER LEADERSHIP TRAITS

Here is a list of potentially successful leadership traits. It is nearly impossible for any leader to represent all of these qualities in their work, however you may use the list as a guide to those qualities seen as successful and important for strong leadership. It is also important to recognize that in and of themselves, these traits do not make a leader. Rather it is how you shape and

Develop these qualities that allow you to successfully lead others. As you read the list think about which you feel you excel at and which you feel you might need to work on. Leadership capabilities are

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|-------------------|---|----------------|
| ➤ Creativity      | ➡ | Ambition       |
| ➤ Strong values   | ➡ | Cleverness     |
| ➤ Motivation      | ➡ | Imagination    |
| ➤ Empathy         | ➡ | Sense of humor |
| ➤ Open-mindedness | ➡ | Persistence    |
| ➤ Confidence      | ➡ | Organizations  |
| ➤ Calmness        | ➡ | Intelligence   |
| ➤ Intuition       | ➡ | Adaptability   |
| ➤ Likeability     | ➡ | Dedication     |
| ➤ Tolerance       | ➡ | Loyalty        |
| ➤ Goal-oriented   | ➡ | Commitment     |

### IMPORTENCE OF LEADERSHIP

Leadership is an important function of management which helps to maximize efficiency and to achieve organizational goals. The following points justify the importance of leadership in a concern.

**Initiates Action:** Leader is a person who starts the work by communicating the policies and plans to the subordinates from where the work actually starts.

**To Have Team Work:** Leadership makes it possible for the employees to forget their individual differences and work as a team for the attainment of the organizational objective. It develops co-operation and friendliness among the staff.

**To Guide:** Although the subordinates have potentials, they need to be properly guided to contribute their best. The leader knows how to get optimum performance from each of the subordinates working under him.

**To Motivate:** Leadership is necessary to induce the subordinates to put in greater efforts. The leader constantly motivates his subordinates to work for achieving the organizational goal.

**To Bring About Changes:** Any organization has to be dynamic to accept changes caused by political, economic, Technological and scientific factors. The leader of the enterprise knows how to bring about such changes in his organization by getting the consent of the subordinate staff.

**To Handle Crisis:** Leadership is essential for handling crisis of any kind. When an organization faces a critical situation, the leader knows how to come out of it. The leader should be good at what is called “crisis management”.

**To Create Confidence:** Confidence is an important factor which can be achieved through expressing the work efforts to the subordinates, explaining them clearly their role and giving them guidelines to achieve the goals effectively. It is also important to hear the employees with regards to their complaints and problems.

**Build Work Environment:** Management is getting things done from people. An efficient work environment helps in sound and stable growth. Therefore, human relations should be kept into mind by a leader. He should have personal contacts with employees and should listen to their problems and solve them. He should treat employees on humanitarian terms.

## CONCLUSION

We are able to identify some of the traits that many of our world’s greatest leaders had in common: Vision, Trustworthiness, Passion and Communication. Great leaders are born with some of these traits while others are developed and learned over a period of time. 8 Characteristics of Successful Leaders through experience, hardship, opportunity and education. Today’s world is vastly different than the world that most of our famous leaders faced. Today’s leaders need to be developed in way that will allow them to withstand and embrace these changing times. Those who root themselves in the principles of great leadership will not only become great leaders, but will also develop great teams and produce great results.

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