

LEADERSHIP QUALITIES

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Abstract

Many people believe that good leaders are born with those attributes and those attributes cannot be learned. But, I think this is a Wrong belief because an effective leader can be built by facing day-to-day Circumstances or with training and development programmes. This study is basically about the qualities of a leader. The qualities which are required to be a good leader are studied.

KEYWORDS: Self confidence, initiative, honesty, humility, focus, vision, courage.

INTRODUCTION:

Leadership is a process by which an executive can direct, guide and influence the behavior and work of others towards accomplishment of specific goals in a given situation. Leadership is the ability of a manager to induce the subordinates to work with confidence.

In leadership some Characteristics are included:

- A leader is involved in shaping the behavior towards organizations goals.
- There is no best style of leadership. It all depends upon tackling with the situations.
- A leader should have positive attitude
- Leadership deals with the implementation of a specific vision.
- A leader always evaluate the situation and than take corrective action.

John C Maxwell defines leadership, “A leader is one who knows the way, goes the way, and shows the way.”

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There are some benefits of leadership

1. It helps in encourage and motivating team members.
2. To handle work load effectively
3. Helps in sharpening interpersonal and communication skills
4. Helps in achieving the individual as well as organizational goals

Leadership skills can also play important role because leadership skills are the strengths and abilities and are essential components in positioning executives to make thought decisions about their organization's mission and goals, and properly allocate resources to achieve those directives. The great leaders in India like Pandit Jawaharlal Nehru, Lal Vagaries Shaatri and Indira Gandhi Bose played an indispensable role in changing the perspective of world towards India.

When a person started his or her business actually he/she doesn't handle all work own it's own at that time a leader With different capabilities can help the owner in interacting with employees, clients and their team members. There are different types of quality in leadership such as: Influence, Communication, Accountability, Empathy, Vision, Confidence, Integrity, Humility, Resilience, Positivity, Cooperation, Strategic planning.

Objective of study:

1. To understand what leader is.
2. To give light on Qualities which must be present in a leader.

Review of Literature:

Dr. Kirthi F chapparamani, prof Dhruva B jyothi (2011)- under this review of literature on leadership qualities given: In this article a great leader have a capabilities to build confidence and increased moral of other employees, whole article is talking about the qualities which require in a leader.

Chai,(March 2015)- This Research is totally focus on a group of leader that can be done by elected some persons those hold various positions in the society. His opinion is that some leadership qualities are by birth with a person and some are developed by providing training programmes.

Shah and Dr. Pathak (sept 2015)- This research paper given more emphasis on study of leadership among adolescents in school setting. In this research, resecher can take a sample from a class in which she give task to students for writing approx five qualities which they want in a class leader, After the analysis of data Result is that honesty and confidence are the two qualities that are most wanted out of other qualities from class point of view.

(Jan2014)-talking about commands that we follow in day to day life. It means that we live a world where we follow what have been commanded to us. In this various traits are highlighted which are very necessary for a leadership.

Qualities of good leader:

As we all know, there are different Organizations and all these organizations need a good leader for performing their task. For effective or smooth running of business a business need leader who has such qualities:

1. Influence - Some leaders believe that respect will come automatically after achieving a certain position of leadership but it's not true. It means that respect can be earned not force to anyone to give it. Here leader can do different tasks to increase their influence:

- ★ Leader connect with people in informal way
- ★ Work for common goals
- ★ Clearly state what they want
- ★ Have self-awareness
- ★ Taking suggestions and opinion of people

2. communication:- Until a leader can clearly communicate about vission or strategies to achieving the goals, it become difficult to attain results as the leader want to achieve. A leader required to be a good speaker who has the capacity to communicate his or her view in front of others with the usage of

effective words because words have the power to motivate or encourage people. If you use them in an effective way you can achieve your goals definitely.

3.Accountability: In this point the approach of Arnold H Glasow is discuss in which he said, "A good leader takes little more than his share of the blame and little less than his share of the credit. " A strong leader is accountable for their team's results weather it is good or bad. A good leader always ready to take responsibility to blame when necessary. In other words, it is the quickest way for a leader to build trust with their team members.

4.Empathy:- a good and true leader always understand their followers' ,hopes, motivation, dreams, and problems so that wise they can maintain deep connection with their colleagues or other people. For example ; if an employee come office 15 minutes late at continuous bases ,at that time a good leader never blamed that employee for late coming leader will solve that problem (problem may be Related to their family, health issue ,traffic and so on..) because a Real Leader Always understand their teams feeling.

5. Vision:- vission are the long term objectives of a person, leader or a firm. Good business leader Always create a vission. According to John C. Maxwell stated that, "people buy into the leader before they buy into the vision. "A company's vision totally dependence upon the leader capability to influence others. Vision is the art of seeing what is invisible to others.

6. Confidence:- For a leader it is necessary to be a confident person who take his /her decision in effectively or with surty. Confidence plays an important role in making or adding one step In qualities of a leader. In Current senario the competition rapidly increase due to customer awnerness at time time confidence among leader play important role for facing the competition as well as building the moral of their employees.

7. Cooperation: leadership is the ability to get the work from people as per your requirements.

8. Initiative for actions: A great leader can also take initiative. In different activities that helps in achieving the organisational goals and it is the responsibility of the leader that he can also motivate their employees for performing different tasks as per their convinceness.

9. Patience: The Word patience Is indicate the word calmness that mean doing work early in effective way "patience is a characterstic of great leaders and successful businessmen. Mostly they wait for the right time i.e for the right Opportunities. Good leader never avail all opportunities without evaluate them. Patience ensures long term success.

10. Open-minded :- A leader must a open minded it doesn't work in a limited area, they take a large or important role in the organization ,further he take opinion or views, suggestions of employees In this case ability to takeover new changes they can be easily adopted.

11. Listening:- Being a good listener is absolutely good leader You listen the people Who are on the front line or those are belong to lower level . The big secret of leader is that he has a listening power that helps in connecting more people. They openly listens the question and give response to that message that come from another employee and may suggest best way of question or a query.

Opinion of different authors

The supreme quality for leadership is unquestionably integrity. Without it, no real success is possible, no matter whether it is on a section gang, a football field, in an army, or in an offic.

_____ Dwight D.Eisenhower

Leadership is not about you; it's about investing in the growth of others.

_____ Ken Blanchard

Leadership is solving problems. The day soldiers stop bringing you their problems is the day you have stopped leading them. They have either lost confidence that you can help or concluded you do not care. Either case is a failure of leadership.

_____ Colin Powell

Effective leadership is putting first things first. Effective management is discipline, carrying it out.

_____ Stephen covey

Conclusion:

Self confidence, vision, honesty, initiative in all activities are necessary for a good leader. A person having these abilities can plan his /her Individual and organisational goal and can be achieved their standards whether they are individual or group standards, leader may be a men or women who are highly successful or intellectual capabilities.

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