

# Global Leadership

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## Abstract:

Leadership is very significant for the victory of the organization in this globalized market. Most of the leaders deal with the global business dealings every day. Though many research and reviews have been already done regarding the Global leadership, this paper mainly focus towards the challenges faced by the global leaders to reach the goal.

From the competency point of view this paper discuss about the global leadership, global leader, skills of a global leader, challenges faced by the global leaders and finally given few suggestions for the global leaders to overcome the challenges.

The main purpose of this paper is to identify the challenges faced by the global leaders and how they have to overcome such struggles.

## Introduction:

Every organization now in the current trend tries to carry out their business outside their home countries. Their ability to influence the global market helps out the organization to attain the leading position. Global leadership helps the organization to easily attain the goals.

## Global leaders:

Global leaders are the upcoming professionals who can adopt themselves in international and multicultural circumstances. They desire to work with people around the world, and would like to know how they are different from them.

## Skills of global leaders:

### 1. Global experience

The global leaders generally know about a variety of cultures and they have different working experience from different countries. To become a flourishing global leader significant and exploring about other country's cultures and people are very important.

### 2. Self realization

Being a global leader self realization or consciousness is very important. The global leader realizes him / herself to adopt with the diverse cultures.

### 3. Resilient

Global leaders are resilient. This skill is very important in every leader particularly for the global leaders. i.e., they are good in managing the complicated situations and get back to the usual operational circumstances.

### 4. Good Communicator

Global leaders are good communicators. They know when to speak and where to pay attention. They are able to communicate on all the levels i.e., through phone, social media etc. They are good in verbal and nonverbal communication. That helps them to retain all their business associations.

### 5. Responsible

Effective leaders take liability for their own mistakes. They work within the organization procedures, and are very proficient in making their own decisions. They support and encourage their recruits to attain the organizational goals.

### 6. Creative

Creativity is one of the most significant traits of a global leader. Global leader depends on the “potential team”. He/she encourages teamwork in employees to discover the new ideas.

### 7. Humility

Humility is being humble. It is recognizing self values and others values. Global leaders are humble in nature. They respect others ideas and execute those ideas if required.

## Why Global leadership?

- In this competitive world leaders of each organization are awfully active and innovative.
- In existing scenario Global leaders have to engage diverse groups of colleagues and stakeholders to get things done. Organizations now a day's started recruiting human resources from a variety of regions of different countries. To understand such employee's better, global leadership is very essential.
- Business connections with other countries are also very common now days. To uphold good relationships with business associates and clients who reside in different countries global leadership is important.

- For better business transactions a leader needs to travel any time to the organization which is situated in other country. For a healthier business communication a global leader requires to manage the cross cultural issues.
- Global leadership facilitates the organization to achieve its long-term and short-term goals.
- Global leadership respects the ideas and opinions of each employee for the development of the organization.
- Difficult situations can be solved easily with global leadership, as the leader better knows numerous ideas and encourages employees to provide innovative suggestions through brainstorming.

#### Challenges in Global Leadership:

##### 1. Training the employees:

Being a global leader training the employees from other countries is the most challenging segment. A global leader can adapt to any situation related to cross culture, but guiding an employee from another country to adopt his/her own organizational rules is difficult. And also it is a time consuming process.

##### 2. Global Competition:

Due to increased buying and selling across the boundaries makes global leaders more challenging. Every company tries to set their business in various countries. It makes global leaders to face the global competition.

##### 3. Employee Retention:

Hiring and retaining the skilled employees in every organization is a challenging task for every leader. If employees are not satisfied with their current organization he may switch over to another organization. In current scenario it is very important to retain the employees because opportunities are globally wide.

Suggestions for Global leadership:

1. Learning various cultures and languages of different countries makes the global leader more efficient.
2. Understanding the skilled employees from different countries and training them more effectively in their languages helps the organization to retain the skilled employees.
3. Effective learning about the global competition will make the leader to achieve the vision of the organization and make the organization in the leading position.

## Conclusion:

Global leaders are very efficient and competitive. Moreover they always explore new ideas and cultures. Being very competitive and having cross cultural awareness makes global leadership more effective.

