

# Leadership Skills: Great Leaders are made not Born

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## Abstract:

Leadership is set of skills like confidence, communication, creativity, Integrity, vision and dynamic and leaders are master in these skills. Birth is a natural process and many may be born with some great leadership skills but everyone has to carefully develop these skills and talents to master the art of leadership. One can be taught various things about leadership but leadership don't come with only theory, great leadership qualities are result of continuous learning and practice. Almost every leader has to face first tough and transformative experiences which acts as catalyst for their change in behaviour and qualities to be a great and exceptional leader.

## Introduction:

Yes, leadership skills can be taught and learned. Learners are not a various kinds of people. They are not born to lead, but anticipate to lead. These people are motivated to climb the ladder in their organisations, and curious in learning emerging leadership traits to be a great leaders.

Everyone retains basic leadership skills but may not have specific skills needed to lead a particular group, department, division, organisation, business or industry. World history shows many of examples of leaders and leadership skills and styles in early times and the success and failure of various leadership styles. The seven wonderous of the world are a good examples of successful leadership in project management because these leaders were capable to handle thousands of workers over decades to complete the project that the world still appreciate.

The history also shows that leadership skills can be taught and learned.

## Leadership:

Leadership is a process through which person can guide, direct and influence the behaviour/work of peoples towards attaining specific goals in a given situation. Leadership is the ability of a manager to motivate the fellow workers to work with confidence and enthusiasm.

- Formulate an inspiring ideas of future.
- Enforce and encounter people to engage with that vision.
- Manages delivery of the vision.
- Coaches and organise a team , so that it is more effective at achieving the vision.

Since Thomas Carlyle and the Great Man Theory, the question has divided people into three categories:

- those who think that leaders are instinctive different, good people;
- those who believe that leaders are tested and forged in the fires of ferment.
- those who realise that both nature and nurture are important aspects in the leadership.

Of above three schools of thought, the most correct may be those who believe that leadership can be acquired.

## Leadership Qualities:

There are different definitions of leadership and there are different qualities which make differentiate great leaders from crowd.

### Vision:

Great business leaders create a vision, articulate the vision, passionately own the vision, and relentlessly drive it to completion. Nobody teaches these qualities or no one can read from a book and learn, rehearse and practice them.

### Integrity:

Integrity matters in three ways: leaders with great integrity foster critical trust amongst colleagues and direct reports, and demonstrate a commitment to moral and ethical behaviours. The great quality of leadership is high integrity. It is very important for success.

**Transparency:**

Being transparent is the most important trait of an effective leader. Especially when it comes to working with millennials and the younger workforce, it is important for them to understand the big picture. Great leaders know that one of the quickest ways to get employee feedback and earn the trust of your employees is by being transparent

**Empathy:**

Leaders should develop empathy with their followers.

Understanding the difficulties of your followers and feeling their pain is the first step to become a great leader. Even that is not enough until you work hard and provide your followers with the suitable solution to their problems.

Empathy not only allows great leaders to understand their employees and their customers better, but it also is known to enhance prosocial (aka helping) behaviours. Because of this, empathy helps leaders to take care of issues faster and with more accuracy, and it makes them more flexible to revert to an ever-changing business environment.

**Patience:**

Patience is a defining characteristic of great leaders and successful business founders. Patiently wait for the right opportunity and don't swing at every pitch

**Diplomacy:**

One of the most important jobs a leader has is ensuring that everybody is absolutely on the same page, and that the team works together towards a common goal despite any cultural or political differences.

**Problem Solving:**

One leadership quality of a great leader is the ability to solve problems. Leaders face challenges all of the time so they must be able to assess the challenge, find possible solutions (and consequences associated with those solutions), and select the best possible solution

**Ownership / Accountability:**

Leaders who take ownership and are accountable for their work can quickly implement any successes, as well as learn from any failures. Beyond making or saving a company hundreds of thousands, these leaders also typically develop their employees to do the same

**Loyalty:**

The best leaders understand that true loyalty is reciprocal. Because of this, they express that loyalty in tangible ways that benefit the member of their teams. True loyalty is ensuring that all team members have the training and resources to do their jobs. It's standing up for team members in crisis and conflict.

"Great leaders see themselves as being in a position of service to their team members," Wang said. "Employees who believe leadership is loyal to them are much more likely to show their own loyalty when it matters."

**Decisiveness:**

A good leader isn't simply empowered to make decisions due to their position. They are willing to take on the risk of decision making. They make these decisions and take risks knowing that if things don't work out, they'll need to hold themselves accountable first and foremost.

Further, bosses who aren't decisive are often ineffective. Too much effort working on consensus building can have a negative effect. Rather than simply making a decision many leaders allow debate to continue, and then create a piecemeal decision that satisfies no one.

**Charisma:**

Simply put, people are more likely to follow the lead of those they like. The best leaders are well-spoken, approachable and friendly. They show sincere care for others.

"Employees at all levels of an organization find it easy to relate to them and follow their lead".

These qualities are very essential to great leadership. Without them, leaders cannot live up to their full potential. Because of this their employees will not perform as well as they can either. Because of this, organizations must learn the best ways to identify and also to develop these necessary traits in existing and emerging leaders.

**Being Bold and Leading:**

Good attitude, ability to learn, taking the risk, being bold, taking ownership, leading people etc. are some of the important leadership skills. At times, the situation where we can show our leadership quality is known ahead and we are well planned and prepared to handle it.

But there may be certain instances, where we land up in an emergency situation and one has to take over the control of the situation immediately and handle them efficiently.

**Quick Decision Making:**

Taking quick and effective decisions during a crisis situation without being panic is a good quality of leadership. Someone has to take a strong decision and this will decide success or failure of the situation. It is a kind of make or break situation. One cannot even estimate the amount of damage, in case if his/her decision or action fails.

**Influencing People:**

If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

Probably the most difficult job for a leader is to persuade others to follow. It can only be feasible if you inspire your fans by giving a good example. When the going gets tough, they look up to you and see how you react to the situation. If you handle it well, they will follow you. As a great leader, should behave positive and this positive approach should be visible through your actions.

**Creativity and Innovation:**

“Innovation distinguishes between a leader and a follower.” In order to get ahead in today’s fast-paced world, a leader must be creative and innovative at the same time. Key factors to stand out of the crowd are Creative thinking and constant .Think out of the box to come up with unique ideas and turn those ideas and goals into reality.

**Leadership Development Takes Deliberate Practice:**

Everything a leader does from the constructive actions of vision setting, decision-making, and resolving conflicts to destructive acts such as lacking empathy and micromanaging, serve as indicators to the quality of their leadership practice. Great leaders should learn how to become better listeners, how to take critical feedback in a positive way, and how to best display empathy and patience with team mates and colleagues.

If you want to be an effective made leader, you need to learn certain skills through practice and coaching—but you also need to have an accurate picture of how you operate in the world. To have that analysis you need someone who knows you very well, wants what is best for you, and is willing to be honest with you in the service of that.

Great leadership skills cannot be taught just like a subject in the institute, but these skills in peoples will blossom during the early age days and become more mature as the journey of life progresses, by facing various situations and challenges that they have undergone in life and learned from.

Self-experience is never comparable to anything else. Again, just born with these qualities can never lead an individual to the leadership seat, unless he/she nurtures it by solving crucial practical situations successfully.

The lessons learned from life are the ones, which one cannot learn from books, to just prepare and go for an interview of a leadership role. I call these as opportunities. Unless these come on our way in life, we cannot prove ourselves to be good Leaders.

**Conclusion:**

There are many differing views on whether leaders are born or made. This paper attempts to analyse some of the theories and give some additional views on this topic. Leaders are not born they are made leaders by practicing various leadership skills and qualities. Only practicing these qualities is not sufficient but the personality of the leader is very important.

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