

LEADERSHIP CONVERTS VISION INTO ACTION

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ABSTRACT: Leadership is the ability to get extraordinary achievement from ordinary people, leadership should be admired, should have their personality traits, with a great leader skill. Leadership should be a complete package of Emotional Intelligence, Motivation, balancing skill, Teamwork, should be an active listener driving for results. Leadership is all about having the business acumen with high analytical skills. Leadership converts vision into action. Leadership is about maintaining the empowered attitude during adversity,

Leadership plays an important part in designing different strategies and builds the own personal brand as a leader. Leadership manages the appreciation and respects diversity of individual values and needs. Delegates tasks as needed and with awareness of employee development opportunities.

Leadership is Result oriented, recognizes and seizes the opportunities hidden within challenging situations. Leadership sets, communicates and monitors milestones and objectives

INTRODUCTION

Leadership is the sovereign authority that holds firm an entire community or nation towards a common objective. Here the leader helps translate a vision that he foresees with the collaborative effort of the people he serves for a bigger accomplishment.

It is based on the beliefs, the intention, the mission that the leader envisions for his people and can result in a positive or negative outcome based on the goal in itself.

So owing to the magnanimous nature of its influence, it is pertinent to see that the right leader is accountable to materialize change in the benefit of the larger community, as it has repel effects for years if there are misleading intentions or approach.

To build a strong and progressive community, organization or a country, leadership is very essential and it has to be supported with strong, dynamic and purposeful leader.

There are primary factors that set apart leaders from others. A leader firstly is a strong binding factor and strong influencer.

I would discuss a few qualities that make an efficient leader:

- Integrity is the core value that every leader must possess. Being transparent with his followers, putting their interests first and serving his people with utmost honesty and dedication devoid of any hidden agenda is something that stands out as a primary value.
- A leader has to be a visionary and a strategic planner with innovative thinking and flexibility of approach based on the ever-changing values in generations. The vision has to be ahead of times and in sync with the nature, beliefs, culture and natural habitat of the people.
- An effective leader is a good orator and is able to channelize the message and convince his people with the right expressions, examples based on the level of understanding of his people. He is able to reach his vision to his people

so they cooperate and are inspired enough to stay put with his mission. So it also amounts to be self-motivated and keep his subordinates and followers equally and consistently motivated to materialize his vision.

- Delegation and appointing the right people in place based on their qualification, experience and unique abilities maximizes productivity and results in faster movement.
- Decision making is another most critical skill a leader has to possess and hone based on his level of maturity, awareness and how informed he is about the past, present and ability to foresee future outcomes.

To sum up, a self-motivated, dedicated and disciplined individual whose primary objective is motivated by service and resolve to strive for strategic development and keep the followers enthused till the desired objective is realized. He will also have farsighted future plans ahead of times in pipeline. He also takes ownership of his actions, decisions and stands purportedly responsible for the results and works beneficially towards the community or country's goals.

History has witnessed manifold strong and persuasive leaders that transformed and impacted the society in a 360-degree purview.

We notice as we read about various prodigious leaders, how leadership can completely translate a society into a powerful and progressive force or become a weak and fragile community if not nurtured with a right attitude and selfless objectives.

This brings us to define leadership as a backbone of the society to achieve its form, shape and growth in everywhere. The very eminent leadership that history has witnessed in India is by the legendary personality Mahatma Gandhiji, who is lovingly called "Bapu".

His style of leadership was unique and exemplary to the point that African and many noteworthy leaders have emulated and driven inspiration in leading their nations.

He was an epitome of sacrifice and humility who kept nation above himself. He had a clear vision of a free united and independent nation "INDIA". His mode of influence on people was to bring change in the attitude and pursue peaceful means to achieve ends. He is the most prominent global influencer until date and Nonviolence is the mantra he propagated to the world wide community.

The world has witnessed many different forms of leadership from Autocratic rule of Hitler to communist leadership in China. Another contrary example of ambitious leadership as opposed to service oriented leadership of Gandhiji which resulted in uproar and rebel was under the heavy control of Adolf Hitler.

Mr. Hitler was an absolute dictator of his times and he framed rules and enforced through his highly influential speeches and his agenda was totally motivated out of acquisition of power and ambition to conquer the whole world. His motives were camouflaged and he used heavy manipulation to get things done his way. So it is another example of an autocratic dominion that led to people becoming the victims of a leader's lack of empathy, humility and imposed leadership.

Based on the functionality and style, leadership has evolved into different categories and the most popular once that we are familiar with are democratic leadership, autocratic, transformational, community leadership etc.

Democratic leadership is where the reigns lie with the people. They have an active role to play in choosing the most effective leader and it is solely for the people, by the people and of the people. India is a country ruled under democracy where people have the authority to question the actions of the government and vote against incase they don't meet the expectations as promised.

Autocratic leadership. Here the leader makes decisions without any consultation and expects the followers to adhere to them which is very crude and unsustainable in present times owing to the awareness and independent thinking. One example of autocratic rule is by Adolf Hitler, who was a renowned dictator and in most cases dictatorship is not people centric and is motivated towards acquiring power and control.

Transformational leadership is where the leader is constantly pushing followers out of their comfort zones by improving on the policies and procedures.

Strategic leadership finds a balance between the company's operations and development opportunities. This is quite agreeable as it can support numerous types of employees.

Laissez-Faire leadership makes no changes to major policies, instead put their trust in the followers' abilities while focusing on the big picture.

The need for Leadership is very crucial for apparent reasons cited below: -

Need to exist

The most significant human need is to stay alive. As children we see our parents and elders as leaders, showing us right from wrong, teaching us how to take care of ourselves. Once we reach early adulthood and are ready to leave home, we will have assimilated enough knowledge to keep ourselves alive and stay healthy. In addition, in our teens we often rebel against our parents as we start to see them less and less as leaders and more and more as autocrats. At this juncture, we will typically go to college, enter the workplace, or perhaps go on an adventure of a lifetime. This creates a new set of challenges that we haven't encountered before and we're not too sure how to deal with them. So we seek new leaders to show us how to behave, what to do, and what results to expect. These leaders could be friends, lecturers, or immediate authorities placed in decision making positions, and you may not think of these people as forerunners in your own mind, as a result you pursue these people out to guide you and to keep you safe.

Need for objective

From times immemorial man has asked, "why am I here?". Of course we still don't have an answer but that doesn't quench our insatiable thirst to find the answer. For people who are spiritual, they will turn to a leader to show them the path.

On a more mundane day-to-day level, we turn to our colleagues, bosses, and lovers to help us make sense of the world and clarify our thinking. We do this because the "why am I here?" question is instinctive.

Need of approval

The need for approval and value is an innate human desire and he strives and attains happiness in being successful. It starts early at school when we use teachers and parents to guide us towards winning. As we progress further in life, it means orientating towards good authorities at work, in society to help us flourish and accomplish goals.

Challenges caused because of inefficient leadership skills.

- Communication barriers
- Conflict arising due to difference in opinion and understanding capabilities
- Difficult people
- Resistance to Change
- Low Morale
- Lack of Responsibility & No Initiative
- Low Motivation
- Problems Managing Subordinates
- Attitudes and mindset issue
- Poor Relationships

In order to combat these challenges there are some core leadership skills that need to be honed and cultivated to mention a few

Accountability & Taking Ownership – being accountable to your committed words and taking charge of your actions and standing up against all odds unperturbed by external factors like heavy criticism or failures is a step of a responsible leadership.

Change Management – Admitting the need for change and communicating the need and implementing it, along with evaluating and achieving the target is something that is a skill of good leadership.

Coaching & Mentoring – This is equally important to recognize the strengths and weakness, talents and abilities and coach and monitor the progress towards goal attainability.

Communication - Communicating by being politically correct, depicting ideas and solutions in a manner that people can understand and render cooperation.

Conflict Resolution – This is a major part of the whole leadership management to minimize conflict and increase productivity.

Empowerment – Equip, train and empower them to perform effectively in their respective roles and deliver maximum results for creating a win - win situation is also quite essential.

Motivation & Attitude Improvement – Constant and persistent motivation derives results and positive outcomes. It also culminates in retaining a right mindset towards the attainable vision.

Professionalism – It is pivotal to succeed in any arena be it leadership or management or even for individual progress.

Relationship Building – It is most effective humane bond that fosters collaboration and has a very strong impact in creating a chain of effective relationships that promulgates steady growth in creating and maintaining a positive overall environment.

Teamwork – It is a smart way of delegation and strategically working towards a common goal that becomes more achievable and helps in managing time and induce high levels of productivity.

In summation, the role of leadership can work in different capacities and styles, yet be the same when developing an organization, community or a country as a whole. Leadership is nothing if it doesn't build a systems' based management structure, and management would have no support without the work of leadership as the backbone of ideals.

Conclusion

As a matter to note, it is pertinent to mention that whatever leadership or management style chosen, it has to co-exist and connect with the inherent beliefs and mannerisms. leadership utilizes a process for effective decision making and establishment of priority actions

leadership identifies and sets goals and goes after the goals and dreams. Importantly, the iceberg below the surface is not just made in one day, it is shaped and cultivated throughout life through natural and social occurrences, assumptions, and inherent beliefs. It is very important for leaders to find their own icebergs and self-reflect on what their beliefs mean to their leadership styles and how they emerge, mature and prune their management strategies. As prospective leaders and managers in society, it is highly important to locate and nurture a personal leadership pattern to become triumphant in a future society.

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