

Review on Leadership Quality

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ABSTRACT: *In this paper a comprehensive review of literature on leadership and leadership qualities is mentioned below. Leadership is one quality of a good and effective leader. A leader plays several roles as to develop confidence and morale in the employees. Leadership should deal with human psychology. Moreover, he should see things from workers point of view. It is a process that helps individuals, employees and groups to accomplish and achieve the goals. Leadership qualities acquire a significant place in an individual's life especially in life of leaders who have to utilize it for the betterment of the people and for the sake of organization. Traits are very important for a leader, because when managers are assessed in terms of their effectiveness, by others or their followers, their traits and personal characteristics are observed. Many authors have stated their own views regarding leadership and leadership qualities and also mentioned the effectiveness of leadership.*

KEYWORDS: *Integrity, Innovative, Honesty, Passion, Visionary, Personality, Traits.*

INTRODUCTION

For the last two decades, the critical importance of the team effectiveness has been considered as the main aim of the many papers. The process of managing teams and ensuring their effectiveness requires the presence of the leader who can motivate and provide a vision for their subordinates [1]. Leaders are believed to set smart goals for the subordinates and empower them enough to achieve the organizational goals. The research sphere which is focused on analyzing the influence of leaders to manage the effectiveness of the teams can be regarded as one of the most developing areas. The role of leaders is regarded as the critical tools for the team members [2]. The handling fashion of the leaders is critical to the success of the teamwork. In lots of cases, leaders are not aware about the main needs and wants of their subordinates, or they fail to understand the difference between the people worried inside the crew [3].

As a result, due to the numerous troubles that had been now not recognized in time amongst group members bring about the decreasing productiveness of crew individuals. The leaders ought to offer a compelling route which can assist the contributors of the team gain the crew and organizational targets. Compelling routes can encompass transformational leadership; also known as man or woman-focused management behavior, as well as compelling route, need to be properly sufficient to initiate the structure that is assignment-focused leadership. In this regard, it's important to have a look at the distinction among the two styles of management behaviour [4]. The latest studies conducted by Deloitte identified specific kinds of group styles that have to be observed via the leaders to ensure the performance of the teamwork. The primary style is referred to as pioneers [5].

Pioneers are the type of groups who've robust conceptual competencies, and that they frequently try to see the large photograph of the state of affairs. furthermore, they're open to take dangers and continually attempt to reap the desires and objectives with the aid of going beyond the anticipated boundaries. Also, pioneers are usually open to improvements, and they are trying to find creative methods of solving present issues [6]. Every other style is guardians, which is likewise famous amongst groups. Guardians may be defined because of the vice versa of pioneers' style. Unlike pioneers, guardians constantly value stability, and they're much less vulnerable to trade. The similar fashion is referred to as drivers, drivers are pretty rapid and look ahead to facing demanding situations. they are attempting to solve rising problems as quickly as feasible based on the available statistics and sources. The integrators are another style observed alongside three group styles

mentioned above. They price relationships greater, and that they think that groups can achieve achievement simplest by way of operating together. consequently, it's far believed that groups that follow above-cited patterns revel in distinctive blessings, such as innovativeness, accelerated communication between group contributors and brief get admission to selection making. according to the classification of crew patterns, the studies aimed to outline the effect of various factors which might also cause the incentive of crew contributors inside the place of business.

DISCUSSION

1. Integrity:

Integrity is a core quality that every leader must possess. You cannot run any business successfully if you lack integrity. Self-development author Brian Tracy says that whenever he holds a strategic business meeting, the first value every executive agrees on is integrity. Business leaders know- Integrity is the foundation of good leadership, and one must stand for their beliefs. No matter how hard a situation, a good leader inspires with his principles without compromising; they refrain from making false promises or take shortcuts, choosing thoughts and action over personal gain. Delivering the said promises as ethically and morally grounded is necessary to pay the dividend in the long run [7].

2. Innovative:

An innovative leader is not a creative genius with thought-provoking ideas but gives others the freedom to develop their ideas. You would always find people with great ideas who lack the will, determination, and fear of taking any actions. But innovative leaders are not one of them. Innovative people are always open to new ideas and discussions. They listen to everyone actively and also motivate others to think out of the box. This quality gives them an edge over others since they are always hunting for creativity and innovations. As the innovative leader, Steve Jobs himself said, 'Innovations distinguish between a leader and a follower [8].

3. Honesty:

One of the essential leadership qualities is the possession of honesty. Honesty is expected from leaders to garner trust and respect from people for reliability. Moreover, we look upto people who are loyal to their words and are accountable. Thus, honesty is the most valued trait for any business leader or any leader in general. Leadership can be defined in one word 'Honesty'. You must be honest with the players and honest with yourself.

4. Active Listening:

The roots of effective leadership lie in simple things, one of which is listening. Listening to someone demonstrates respect; it shows that you value their ideas and are willing to hear them. Active listening is an excellent quality to have when it comes to leadership. Good leaders listen to people with great attention and sincerity. It helps them understand people and their perspectives. Active listening builds trust and relationships in the long run. Good leaders communicate with care, focus on the person and the message; they don't interrupt and acknowledge what is being said. And that is what the world needs; leaders who listen to its people. Acquiring this skill is not easy; it needs self-awareness and humility to respect others' thoughts [9].

5. Self-Confidence Honesty:

Self-confidence is found abundantly amidst true leaders; hence they know about their competencies and leadership qualities. They are sure about their competencies and leadership skills. They have a sense of self-assurance and self-esteem and, most importantly, believe that they can make a difference. As Rosalynn Carter rightly said, 'You have to have confidence in your ability and be tough enough to follow through.

'Self-confidence is critical for leadership because it gives them wings to take risks, accomplish goals, and fly high. Organizational leaders take charge themselves and march with positivity and confidence. It allows them to make immediate decisions, solve organizational problems and conflicts. Good leaders take full responsibility and quick actions without passing on issues, ignoring, or procrastinating [10].

6. *Visionary:*

A leader should be Visionary and have more foresight than an employee. A visionary leader is far-sighted and driven and inspired by what a company can become. Visionary leaders work hard for the greater good and keep themselves updated with time and change. Ensuring a vision for the future with perseverance and keeping everybody invested in the process is what a visionary leader does. A visionary leader does not hold back to take risks and unconventional decisions.

7. *Strong Communicator:*

Excellent communication is the key to good leadership. An effective leader knows how to put across his message. They are good orators and communicate to get his/her work done. They are not harsh; they choose words and expressions which suit the situation and allow others to express their thoughts and ideas. They understand how important it is to have good communication skills. They are very conscious and learn from others' behaviors, which gives them a deep understanding of human complexities [11].

8. *Delegation:*

The ability to delegate effectively is a good leadership quality. A good leader who knows how to delegate wisely and make the best out of it. Delegation is crucial for maximizing productivity and team performance. Also, a leader is the busiest person in any organization. Therefore, knowing when and how to delegate gives them more time for their most important work. Also, an essential factor to note here is that the ability to delegate does not limit to delegating tasks to others. It also means having the awareness and understanding of who has the necessary skills and expertise to complete the task. Mindful delegation is vital to save time and future inconveniences.

9. *Decision-making Skill Decision-making Skill:*

Good leaders are decisive and know how to help the organization, employees, stakeholders, and customers. You would never envision a leader who is unclear and uncertain. Good leaders are aware of the fact of how their decisions can make or break businesses. They evaluate a given circumstance many a time before coming to any conclusion. They collect the necessary information required before making any announcements. Also, they do not believe rumors but examine a situation or a problem themselves before making a decision.

10. *Problem-Solving Skills Problem-Solving Skills:*

Leadership roles are not only limited to management or delegating. Today for any business leader, the spectrum of leadership responsibilities has evolved. For the proper functioning of an organization, leaders must have problem-solving skills and an eye for analyzing the situation to make better decisions. When it comes to effective leadership, problem-solving skills are crucial. Good leaders have this innate ability to respond to problems. They are equipped with the ability to identify and define problems. Make the analysis, use data, and communicate to solve the issues. Cultivating strong problem-solving skills is vital for any leader to eliminate barriers.

11. Fair Attitude:

We all have personal biases. One who can think and act beyond this loop is what makes them different from the crowd. These biases are one of the factors why most leaders fail to achieve greater heights. Good leaders are fair to the employees and the organization's processes. They acknowledge the good and always make room for everyone to thrive together. They understand that nothing significant has ever been achieved with an attitude that is unfair and biased. Even if it does, the sustainability of the outcome is always questionable. Good leaders keep biases and unfairness out of the window and create a culture that does not promote or acknowledge this attitude.

12. Inquisitiveness:

Have you ever watched great leaders sharing stories and their experiences in Ted-talks? I presume you have. If you haven't, I recommend you do it. You would realize how knowledgeable and curious these leaders are. And how they are always open to learning new things. Their thoughts, ideas, and perceptions are unique and thought-provoking. The reason behind this is their inquisitiveness and curiosity from life. They pursue various interests and keep themselves invested in it. They are open to broadening their spectrum through art, technology, and science. And, in fact, all the world's know-how. This quality helps them build a rational and positive attitude towards any problems.

13. Self-motivated:

The great leaders of business, industry, and finance, and the great artists, poets, musicians and writers all became great because they developed the power of self-motivation. One of the essential leadership traits of good leaders is their ability to motivate others. Good leaders always motivate their employees and boost their morale when needed. They sail their boat smoothly, even in hazardous situations. They keep themselves self-motivated and set an example to follow.

14. Care for Others:

The best leaders have a high consideration factor. They care about their people. Good leaders understand the value of the balance between work and life. They know that people's health and wellness associated with the organization play an important role in attaining success. They inspire their team members and make sure the staff, clients, beneficiaries, and customers feel trusted. They understand the importance of appreciating and recognizing employees and creating mutual respect and understanding within the organization. They work towards giving them an environment where everyone can flourish.

15. Self-Discipline:

Good leadership is in developing discipline in others. Good leaders are self-disciplined and have good time management skills. They encourage a culture where people are disciplined. This is a quality in which people can adapt themselves with persistence. When you are self-disciplined and set an example, you motivate others to follow. Great leaders always have self-discipline -without exception. In an organization where everything is fast-paced, and employees get occupied with so much workload, being more disciplined can help achieve more and keep the work environment at ease.

16. Emotional Intelligence:

Emotional Intelligence is the capability to identify, manage, evaluate, and understand our own emotions and the people around us. According to the psychologist, Daniel Goleman, EI has five components-

- Self-awareness

- Self-regulation
- Empathy
- Motivation and
- Social skills

Good leaders are self-aware, act in control, take calculated decisions without getting carried away. They understand other's perspectives without being cynical. They are self-motivated and have strong social skills, which help them build connections and healthy relationships. These explain that good leaders have a high degree of Emotional Intelligence. This is why EI is one of the essential leadership attributes.

17. Passion:

Passion is a common leadership trait found in most effective leaders across the world. They are highly passionate about their goals and objectives. They know what they want and work tirelessly to achieve those. Their passion is infectious and also very inspiring. They are highly committed to their goals and also help others in achieving theirs. Passionate leaders elevate productivity and ensure that the employees commit to their vision. Passion helps leaders to instill motivation in their employees and helps to achieve the desired vision.

18. Supportive:

Leadership without support is like trying to make bricks without enough straw. True leaders reinforce their ideas and plans with strategic partnerships, alliances, and supportive audiences. Supportive leaders give the guidance that you need. Supportive leaders mentor you, guides you till you need little to no supervision in the future. They do not believe in delegating tasks and expecting results right away. They are with you in the process and support you with their knowledge and experiences. Supportive leadership involves building trust among the team members and encouraging dialogue to keep the team spirit high. The fundamentals of supportive leadership are, therefore, promoting teamwork, building relationships, and commitment.

19. Learning Agility:

Agile leaders make the best response to organizational change and uncertainty. Today we need leaders who are quicker in decision-making and who can take immediate action in crisis times. We live in a fast-paced world, and work trends are evolving in no time. The crisis had changed the landscape of work culture, and leaders had to find new strategies to fight the storm overnight. The future of work will always be uncertain and ambiguous. Future events will bring new challenges. Organizations now will only thrive in the future under the supervision of leaders who can make sense of uncertainty.

20. Empowerment:

Great leaders can empower their team members to achieve maximum productivity and organizational success. Empowerment gives the team members equal decision-making opportunities and uses their power of judgment and expertise to develop solutions. This builds the sense of individual worth and also employees' commitment towards their organization. Every individual brings their skills and talents to the table that often finds a route to flow. Usually, you would have skillful team members, but lack of guidance and motivation fails to bring them the best.

CONCLUSION

Each leadership style is unique regarding their cooperation and communication, motivation, objective setting and decision making. Based on the review of the literature, the study provides a literature review which consists of transformational, transactional and laissez-faire leadership. The influence of various types of leadership styles is analyzed for role conflict and role ambiguity. The review is meant to analyze the influence of styles and characteristics of transformational, transactional and laissez-faire type of leadership in resolving role ambiguity and role conflict to increase job performance. It is critical for the leaders to bear in mind of potential side effects of role ambiguity and role conflict which is detrimental to the process of employees' productivity and effectiveness. A clear understanding of employee needs and clear picture of potential negative effects of role ambiguity and role conflict can encourage leaders to take effective measures to create a better organizational environment where employees can work upon their best potential. If undertaken effectively, leaders will tend to transform the companies to be the more inclusive place to work through active and dynamic processes which will be accomplished by overcoming job stressors such as role conflict and role ambiguity. Moreover, leaders and their management styles also play a critical role in managing role conflicts and finding main sources of role stressors.

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