DEVELOPMENT OF LEADERSHIP- QUALITIES, PROBLEMS AND CHALLENGES.

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Abstract:

Leadership is one of the most important elements of a management helps us to understand how itaffects managers on their employees and driving means Leadership process to influence others in orderto implement organizational goals. It is considered the basis of the Administrative function known asleadership. The reason is that people accept the impact of the leader is the possession of power. Power andmeans the ability to influence the behavior of others.

Key-notes: **Concepts of leadership, Qualities of leadership, seven of the biggest problems with leadership and Leadership challenges around the world**

INTRODUCTION:

Robert Blake and Jane Moutonleadership as an administrative activity to maximizeproductivity and stimulate innovation in solving problems and boost the morale and satisfaction. It means the ability to punish others in the case of not doing thebehavior required from them to do. These strengths include multiple forms such as criticism, blame, detention of work and warning, which is placed in the employee file and a negative evaluation of theperformance and download ranks and stop the increases in salary and dismissal or termination and depends on the possession of experience that others appreciate andinclude knowledge and technical skills and necessary experience for the success of subordinates.

CONCEPTS OF LEADERSHIP

I used to think that running an organization was equivalent to conducting a symphonyorchestra. But I don't think that's quite it; it's more like jazz. There is moreimprovisation.—**Warren Bennis**

Good leaders are **made** not born. If you have the desire and willpower, you canbecome an effective leader. Good leaders develop through a never ending process ofself-study, education, training, and experience (Jago, 1982). This guide will help youthrough that process.To inspires your workers into higher levels of teamwork, there

are certain thingsyou must **be, know,** and, **do.** These do not come naturally, but are acquired throughcontinual work and study. Good leaders are continually working and studying toimprove their leadership skills; they are NOT resting on their laurels.

DEFINITION OF LEADERSHIP:

Leadership is a process by which a person influences others to accomplish an objectiveand directs the organization in a way that makes it more cohesive and coherent. Thisdefinition is similar to Northouse's (2007, p3) definition — Leadership is a processwhereby an individual influences a group of individuals to achieve a common goal.Leaders carry out this process by applying their leadership knowledge and skills.

This is called *Process Leadership* (Jago, 1982). However, we know that we have traitsthat can influence our actions. This is called *Trait Leadership* (Jago, 1982), in that itwas once common to believe that leaders were born rather than made. Whileleadership is learned, the skills and knowledge processed by the leader can beinfluenced by his or hers attributes or traits; such as beliefs, values, ethics, andcharacter. Knowledge and skills contribute directly to the *process* of leadership, whilethe other attributes give the leader certain characteristics that make him or her unique.

QUALITIES OF LEADERSHIP

1. Integrity   2. Innovative

3. Honesty   4. Active Listening

5. Self-Confidence   6. Visionary

7. Strong Communicator   8. Delegation

9. Decision-making Skill   10. Problem-Solving Skills

11. Fair Attitude   12. Inquisitiveness

13. Self-motivated   14. Humility

15. Care for Others   16. Self-Discipline

17. Emotional Intelligence   18. Passion

19. Resilience   20. Accountability

21. Supportive   22. Tech-savvy

23. Empathy   24. Learning Agility

25. Empowerment

SEVEN OF THE BIGGEST PROBLEMS WITH LEADERSHIP

1. Failure to Communicate

The complexity of today's business world requires CEOs to be able to communicate on multiple levels. For example, you have to create the vision and persuade your team to make it their vision too. You have to connect on an individual level and inspire people to move from "I" to "we." And you have to build trust by ensuring your verbal communication and your non-verbal actions reinforce each other.Effective communication is so hard because it takes commitment. You have to make effective communication a priority and that takes discipline, consistency, clarity of message, and a willingness to keep at it day after day.By putting a structured communication system in place that connects at the right level with all of your stakeholders, you can dramatically improve your effectiveness as a leader and drive faster top and bottom line growth.

2. Lack of Accountability

If you notice that the big things are not getting done and good ideas fall through the cracks, you lack accountability. We all need scoreboards that track the results we want. Most CEOs know this, but putting this system into place requires self-discipline and focus. Build the systems you need to support accountability and don't get distracted until they are a part of your operations.

3. Fear of Firing

Even the best leaders worry about firing a member of their team if the team has become a close-knit family. When was the last time you fired someone who has been with you so long you know their family?Unfortunately, we often find that the people who got you here will not get you there because the company has outgrown the person's ability to keep up. As the company grows, so must your team members and as a leader, you have to make the tough decisions to continually upgrade your talent. People want to work for winning organizations and keeping a team member around who's not pulling their weight just drags everybody else down with them.
Who was the last person you fired too soon?

4. Lack of Alignment

Imagine being a fish trying to swim upstream. It's tough to make progress. That's what happens when your key players are not all on the same page. Sure, you'll have disagreements but as the leader, you have to make sure that when the decision is made, your team is behind it and they move forward in unity to make it happen. And simple things like making sure your compensation systems are lined up to reward the desired behavior are critical. Once you align your team's incentives to those of the company, magic starts to happen.

5. Lack of Clear Vision

What is your company's vision? If I walk into your building and ask three people, can they articulate your vision? Can they describe what the vision means to them and how the work they do supports the vision and brings meaning to their work? And your vision can't just be a fluff statement that sounds like a bunch of corporate speak. Real leaders create a compelling vision for the future that ignites a fire under their team and keeps them working hard and doing the right thing even when nobody's looking. Millennials, in particular, want to believe that the

work they do goes beyond just a paycheck and contributes to the greater good. Does your vision inspire this greatness?

6. Poor Execution

There are three reasons leaders fail to execute. First, they don't follow their own plan with discipline. Second, they fail to keep score on what matters. Third, they don't have the right people in the right jobs to make it happen. If you can assemble these three puzzle pieces, you can put your company on track to win.

7. A Company Culture by Default

We all envy Google, Facebook, and Zappos for their dazzling company cultures. But what we forget is that the creator of culture is the CEO, not HR or anyone else. Did you create your culture by design or did it just happen by default? When you consciously think about and design your culture to foster your desired behavior, your culture becomes a competitive advantage that attracts top talent and drives massive results. Leadership is a skill you can learn. By avoiding these seven common leadership problems, you can lead your team—and your company—to greatness.

LEADERSHIP CHALLENGES AROUND THE WORLD

1. Honing Effectiveness: the challenge of developing the relevant skills — such as time-management, prioritization, strategic thinking, decision-making, and getting up to speed with the job — to be more effective at work.

2. Inspiring Others: the challenge of inspiring or motivating others to ensure they're satisfied with their jobs and working smarter.

3. Developing Employees: the challenge of developing others, including mentoring and coaching.

4. Leading a Team: the challenge of team-building, team development, and team management. Specific leadership challenges include how to instill pride, how to provide support, how to lead a big team, and what to do when taking over a new team.

5. Guiding Change: the challenge of managing, mobilizing, understanding, and leading change. Guiding change includes knowing how to mitigate consequences, overcome resistance to change, and deal with employees' reactions to change.

6. Managing Stakeholders: the challenge of managing relationships, politics, and image. These leadership challenges include gaining managerial support, managing up, and getting buy-in from other departments, groups, or individuals.

These common leadership challenges:

1. Set Goals.

Be proactive in setting goals, as well as establishing the timelines — and deadlines — necessary to keep yourself and your teams on track. The distractions that you face can make it easy to lose sight of long-term and even short-term goals. You can easily get sucked into dealing with urgent issues that arise unexpectedly rather than staying focused on producing the outcomes that matter most to your organization.While no leader can completely avoid surprises, goal setting provides a map that you can return to time and again to refocus on your top priorities while handling other leadership challenges.One time-honored approach is the SMART method. When setting a goal, make sure it's:

- *Specific.* Write down a detailed description of what accomplishing the goal would involve.
- *Measurable.* Set targets that you can quantify to assess progress.
- *Attainable.* Stretch goals are fine, but you also need to make sure that achieving the goal is possible.
- *Realistic.* Be sure you understand what you will likely need — in terms of time, resources, and talent — to achieve it.
- *Timed.* Create deadlines for hitting milestones on the way to your goal, as well as for achieving the goal itself.

2. Delegate More.

You'll be more productive in tackling leadership challenges, and you'll empower your colleagues to take more ownership if you delegate. Effective delegation requires more than just getting a task off your desk — it involves a repeating cycle of 4 key steps:

- *Understanding your preferences.* Effective delegators prioritize their workload and decide which tasks to keep and which to give to someone else. They also understand how much feedback they want as the person they've delegated to works on the task.
- *Knowing your people.* To delegate effectively, you must assign tasks to people with the necessary knowledge and skills. That means that you have to understand your people. Use delegation to help direct reports develop, allowing them to learn as they take on new tasks.
- *Being clear about the purpose of the task.* A task's purpose gives it meaning. By aligning this purpose with team or individual beliefs and goals, delegation can become an opportunity for personal growth.
- *Assessing and rewarding.* You should work with your direct reports to develop ways to help them, and you, decide if a task has been completed properly, and to reward them appropriately.

3. Maximize Your Unique Value.

There will always be more things competing for your attention than you have time and energy to do. Prioritize the most important tasks that only you can do, and delegate everything else.Leaders overcome leadership challenges and create value for their organizations by focusing on the unique contributions only they can make. Understanding what those unique values are for you, and delegating everything else (or as close to everything else as you can), allows you to maximize the value you create for the organization.

4. Get Role Clarity.

Understand what the core responsibilities are for your role, and what are secondary responsibilities or even work that belongs to someone else.That won't stop people from asking you to take on additional tasks and projects. And there are certainly times when taking on additional duties may be required due to unusual circumstances, or might be important for your own professional development. But the most effective managers understand that they will largely be judged based on how effective they are at their core responsibilities and how they can overcome leadership challenges.This also means that there will be times when you'll have to say no. That can feel uncomfortable. Practicing saying no and finding ways to do so with tact and professionalism are important. Turning down work that's not part of your role helps keep you focused.

In fact, many of these suggestions for responding to the top leadership challenges around the world are part of developing the core leadership skills you need in every role, at every stage of your career.

CONCLUSION:

Individuals can benefit from knowing their experiences aren't isolated, and they can feel more confident reaching out to others for help facing these challenges. But with leaders around the world having the same basic challenges, those designing training can more appropriately align developmental initiatives to help managers solve problems in areas: developing managerial effectiveness, inspiring others, developing employees, leading a team, guiding change, and managing internal stakeholders and politics. Knowing that these leadership challenges are common experiences for middle and senior managers is helpful, both to the leaders and to those charged with their development, according to our researchers. Leaders who sometimes feel overwhelmed by their work can take heart in the fact that they're not alone. you can beat back those feelings and provide more value to your organization as you take on the most pressing leadership challenges.For those who work in training and development, knowing the top challenges that leaders face around the world can be the catalyst for creating developmental initiatives that truly help leaders.Developmental initiatives are more effective when they align with real challenges that participants are facing. So, we suggest that a majority of development content be the same, no matter where the training is taking place or who's going through the training.We also recognize that what's accepted in one culture

may be unacceptable or taboo in another, and some behaviors may be the norm in one country but different in another. So, it's essential to be aware of cultural nuances and make adjustments as needed.

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