



*An insight to the
journey of making a
Leader*

LEADERSHIP

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Introduction

Good leaders are made, not born. If you have the desire and willpower, you can become an effective leader. Good leaders develop through a never ending process of self-study, education, training, and experience (Jago, 1982). This guide will help you through the journey. To inspire your workers into higher levels of teamwork, there are certain things you must **be**, **now**, and, **do**. These do not often come naturally, but are acquired through continual work and study.

Definition of Leadership

According to **Keith Davis**, “Leadership is the ability to persuade others to seek defined objectives enthusiastically. It is the human factor which binds a group together and motivates it towards goals.”

Importance of Leadership

Leadership is an important function of management which helps to maximize efficiency and to achieve organizational goals. The following points justify the importance of leadership in a concern.

INITIATES ACTION



1. Initiates Actions:

Leader is a person who starts the work by communicating the policies and plans to the subordinates from where the work actually starts

2. Motivation:

A leader proves to be playing an incentive role in the concern's working. He motivates the employees with economic and non-economic rewards and thereby gets the work from the subordinates



Providing Guidance



3. Providing Guidance:

A leader has to not only supervise but also play a guiding role for the subordinates. Guidance here means instructing the subordinates the way they have to perform their work effectively and efficiently

4. Creating Confidence:

Confidence is an important factor which can be achieved through expressing the work efforts to the subordinates, explaining them clearly their role and giving them guidelines to achieve the goals effectively. It is also important to hear the employees with regards to their complaints and problems



5. Building Morale:

A Morale denotes willing co-operation of the employees towards their work and getting them into confidence and winning their trust. A leader can be a morale booster by achieving full co-operation so that they perform with best of their abilities as they work to achieve goals



6. Builds work environment:

Management is getting things done from people. An efficient work environment helps in sound and stable growth. Therefore, human relations should be kept into mind by a leader. He should have personal contacts with employees and should listen to their problems and solve them. He should treat employees on humanitarian terms

BUILDS WORK ENVIRONMENT



7. Co-ordination:

Co-ordination can be achieved through reconciling personal interests with organizational goals. This synchronization can be achieved through proper and effective co-ordination which should be primary motive of a leader



Leadership Styles

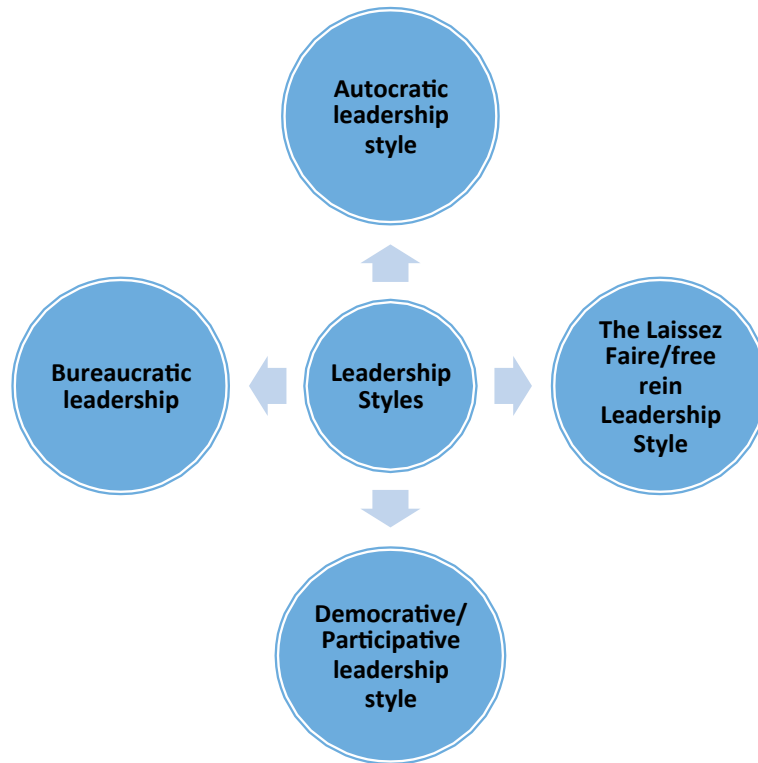
The leadership style varies with the kind of people the leader interacts and deals with. A perfect/standard leadership style is one which assists a leader in getting the best out of the people who follow him.

Autocratic leadership style:

In this style of leadership, a leader has complete command and hold over their employees/team. The team cannot put forward their views even if they are best for the teams or organizational interests. They cannot criticize or question the leader's way of getting things done.

The Laissez Faire/free rein Leadership Style:

The leader totally trusts their employees/team to perform the job themselves. He just concentrates on the intellectual/rational aspect of his work and does not focus on the management aspect of his work. The team/employees are welcomed to share their views and provide suggestions which are best for organizational interests. This leadership style works only when the employees are skilled, loyal, experienced and intellectual.



Democratic/Participative leadership style:

The leaders invite and encourage the team members to play an important role in decision-making process, though the ultimate decision-making power rests with the leader. The

leader guides the employees on what to perform and how to perform, while the employees communicate to the leader their experience and the suggestions if any.

Bureaucratic leadership style:

Here the leaders strictly adhere to the organizational rules and policies. Also, they make sure that the employees/team also strictly follows the rules and procedures. Promotions take place on the basis of employees' ability to adhere to organizational rules.

Conclusion

Leadership is much more complex than merely earning a high-status position in a company, and the ability to give orders to subordinates. It is a participative journey the leader must be willing to walk with others.