

“The Most Essential Leadership Quality of the 21st Century”

As stated by Jun Hao and Yazdanifard (2015) “Effective leadership is one of the most essential parts of the overall method for an organization to sustain their business in the face of problems caused by the rapid growth of the economic environment (Cabeza-Erikson, Edwards, and Van Brabant, 2008)”.

“Leaders are the one who control and take charge of the operation of an organization and good leaders are able to set optimistic goals and objectives while steering the operation of the company towards those goals through effective strategies. Other than that, good leaders can also influence their employees and motivate them by strengthening a positive organizational culture and through generous employee benefits, for instance health care insurance, workers compensation, leave benefit and others. Intelligent leaders also have the responsibility to use their skills and knowledge to effectively and efficiently guide their business forward in the face of an uncertain future and also to decrease the feelings of insecurity in their employees caused by that uncertainty. A leader has the power to influence the success of the organization, due to his full power to control the direction of the organization, as well as through the influence they exert on their employees that motivates them to bring the company to greater heights.”

The authors Hao and Yazdanifard also states that, “leadership is a kind of power where one person has the ability to influence or change the values, beliefs, behaviour and attitudes of another person (Ganta, and Manukonda, 2014).” “A person with strong leadership ability will be a good example or role model to their employees, because the leader who is able to effectively achieve some good result or achievement gains the trust and admiration of their employees, and inadvertently changes their values, beliefs, behaviour and attitudes, for mimicry is the sincerest form of flattery (Grint, 2007).”

This statement by Hao and Yazdanifard (2015) is also supported by Northouse (2009), who states that, “leaders who possess strong leadership have the strength to influence others to achieve the goals and objectives of the organization. Other than that, there is also another way to define a leader that has strong leadership. A characteristic of effective leaders is that they give a clear direction to their employees, and also lead their employees to commit to their jobs and to work as a group to achieve the organization’s goals and objectives (Wasim, and Imran, 2010). This also tells us that good leaders usually have a clear vision for the company and therefore can easily identify the problems and obstacles that currently stand between them and the aims of the organization. In this way they are able to effectively and efficiently bring about the necessary reforms that will bring the company into the future while keeping abreast with contemporary changes in the business world.”

In addition, Hao and Yazdanifard (2015) stated that according to Jackson and Parry (2008), leadership is a process where leaders use their skills and knowledge to lead and bring a group of employees in the desired direction that is relevant to their organization's goals and objectives. Additionally, an effective leader that has strong leadership skills should also be in possession of certain characteristics such as, passion, consistency, trust and vision; for only leaders who own these characteristics are able to build trust in employees.

Hao and Yazdanifard (2015) says according to Graetz et. at., (2010) that "leadership and management are two different aspects, management is more like the traditional way of managing business, which the owner of the business has complete control of the organization, and will single-handedly establish a direction and direct their employees to do their work in accordance to the owner's instruction and plan. On the other hand, leadership is when the leader guides their employees towards the organization goals, all the while trying to communicate and motivate their employees in order to make sure their employees are in the right position to use their talents and commit to their jobs. Leadership strategies also will change according to the current trends when necessary, unlike management that merely follows it's old, traditional rules."

Other authors who support the position that influence is an important role in leadership are authors Kumar and Krishnaraj (2018) who states that "Leadership style plays an important role in influencing the employees

(workers) of any organization.” “While different leadership styles have the ability to influence the employee (worker) in a variety of ways, identifying the right leadership style remains a monumental task” (Bowen 1985).”

Hao and Yazdanifard (2015) also states that “in terms of leadership, it is defined as the ability to influence a group of employees’ values, beliefs, attitudes and behavior. (Ganta, Manukonda, 201). A leader with strong leadership skills can easily motivate and influence the employees of the organization and apply effective changes to the organization. According to Atkinson,” if there is not effective leadership in an organization no changes will be made, because there are no leaders that motivate and lead the organization’s employees as well as provide a clear direction for the organization.” Hao and Yazdanifard (2015)

Glacoman (2017) states in “How to Become a Powerful Follower...and a Good Leader” that Followership doesn’t mean blindly following orders, or turning into a sycophant. Rather, followership is all about interacting in a skillful way with your leadership to benefit both you and your organization. What’s more, learning how to be a great follower is a requirement to becoming a truly great leader. In support to the concept of followership writer Jim Collins 2017, introduced “Level 5” leaders, those executives with the highest leadership capability. In Collins’s view, practicing followership helps inculcate the sense of personal humility central to becoming a Level 5 leader. Great followers “[channel] ambition into the company, not the self.

These authors also say “that trust is an essential issue in leadership for leaders, as gaining the trust of group members or employees could help to improve the overall performance and commitment of the group members or employees (Lee et al., 2010). If the employees or the group members trust in their leaders, it reflects that they are good, effective leaders. Only when the employees trust in their leader will change be brought about, because people will only follow a person that they trust to lead them to the correct path; not a leader that only talks but without action to back up their words (Stacey, Paul and Alice, 2011). If the employees trust their leader, this relationship will bind them together and improve the overall performance and commitment of the employees; if it happens, conversely, the performance and commitment of the employees will go downhill and could cause a high employee turnover rate in the organization.”

Conflict is exacerbated by violations of dignity. The Common denominator is the human reaction to the way people are being treated.” When people’s dignity is violated in the workplace, “they feel some of the same instinctive reactions that parties in international conflicts experience - a desire for revenge against those who have violated them. People want their grievances listened to, heard, and acknowledged. When this doesn’t happen, the original conflicts escalate, which only deepens the divide.” Moreover, leaders plays a major role in dignity violations and the outcomes that they produce.

Hicks also states that “most people do not have a working knowledge of dignity.” She found that most people are unaware of their own inherent value and worth, and are usually at a loss for how to recognize it in others.” To remedy the situation, Hicks sees to raise the “dignity consciousness” of leaders. This requires being connected to your own dignity, the dignity of others, and the dignity of something beyond ourselves - to a higher power, or the Earth, or the greater good. Hicks calls these connections “the 3Cs” and says that they are the critical underpinnings of the ability to lead with dignity. But the first - being connected to your own dignity - provides a foundation for the other two. If you don’t recognize your value and worth, how can you recognize and support it in others?” Hicks (2018)

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