The Most Essential Leadership Quality of the 21st Century

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Introduction

Leadership is a process that involves influencing other people to comprehend and agree on what is supposed to be done, how it should be done, and facilitating the efforts of individuals and groups to achieve a common goal. There are many controversies between leadership and management, but they have distinct differences. Leadership is about influencing others while management involves authorizing people to do something in a predetermined way. Successful leadership is based on effectiveness. However, it is challenging to assess leadership effectiveness due to immediate and delayed outcomes, different preferences of stakeholders, many different indicators, the creation of a compound measure, and different concepts of leadership. Some of the common indicators of effective leadership include the satisfaction of followers, high performance of a group, improved group processes, and career success of a leader. In addition to this, the effectiveness of leadership is related to leadership traits and skills, leadership styles, and leadership powers and tactics, and leadership theories (Yukl, 2013). The topic of leadership is of crucial importance not only to those who research it but also to those who consume its products. Users of leadership theories and training programs use models and methods whose validity has been established, but they cannot turn to authorities to question the safety of the consumer leadership product. This paper will discuss the most essential leadership quality of the 21st Century.

Leadership Traits and Skills

Leadership shape organizations, communities, and nations. Some of the core skills of a leader include integrity, communication, ability to delegate, self-awareness, respect, courage, influence, empathy, learning agility, and gratitude (Zaccaro, Dubrow & Kolze, 2018)

Integrity

Integrity means honesty, and it is essential for top-level executives who are responsible for charting the organization's course and making other significant decisions. Integrity is a possible blind spot for all organizations. Therefore, organizations must reinforce its importance at all leadership levels.

Communication

Effective communication is intertwined with effective leadership. Leaders should be capable of communicating in a variety of ways, ranging from transmitting information to coaching employees (Solaja, dowu & James, 2016). Leaders must also be able to communicate with a range of people across different social identities, roles, and others. For leaders to able to communicate effectively, they must be keen listeners, must be present, and must be honest and sincere.

Ability to Delegate

One of the key responsibilities of a leader is to delegate, but it can be challenging to delegate effectively. The importance of delegating is that it facilitates teamwork, helps in growing direct reports, provide autonomy, and leads to better decision-making.

Self-awareness

Self-awareness is a paramount skill in leadership, although it is inwardly focused. The more a leader understands him or herself, the better he or she can become. Leadership effectiveness is amplified or constrained by how well leaders understand themselves (Solaja, dowu & James, 2016). The four essential facets of self-awareness include leadership wisdom, identity, reputation, and brand. Leadership wisdom means being able to reflect on past experiences. Leadership identity refers to the unique quality of a leader that influences the way

they lead. Leadership reputation refers to the way other people think about a person as a leader. Lastly, a leadership brand is an aspiration of leadership traits and behavior that enables leaders to identify their unique strengths and communicate them to others.

<div align="center">**Leadership Styles**</div>

Leadership styles in the 21st Century focus on responding to the unique opportunities and challenges the world is facing. The expanded paradigm of leadership integrates theories and practices from a broad range of disciplines that promote dramatic changes and workable knowledge that helps to serve the planet (Holten & Brenner, 2015). The most successful leaders of the 21st Century have focused more on sustaining the performance of their organizations by aligning people towards their organizations' values and missions, leadership empowerment at all levels, customer service, and ensuring collaboration all over the organization. Some organizations have adopted the modern approaches of leadership by focusing on team development while others have adopted a charismatic leadership style that focuses on inspiring teams to take action. Other effective types of leadership styles are servant, innovation, pacesetting, and laisse fair.

Servant Style of Leadership

A servant leader is a leader who genuinely concerned about employees' needs. Servant leadership has been influenced by many cultures in the world, although it is assumed to be a Christian paradigm in history. In recent history, iconic leaders who are perfect examples of servant leaders are Martin Luther King and Mahatma Gandhi. The application of servant leadership style in modern organizations reveals a leader who presents various characteristics, such as empathy, awareness, listening, conceptualization, healing, stewardship, persuasion, oversight, commitment to growing people, and developing the community. Servant leadership

style is effective in the 21st Century, and that is why millennials prefer it due to the leaders'

commitment to personal and professional development, and their willingness to suit a consultant.

Innovative Style of Leadership

An innovative leader is a leader who sees things in a bigger picture and is prepared to

change the world to attain the desired success. Such leaders are mostly found in the tech, fashion,

and education industries. In the tech industry, successful innovation leadership is achieved

through technology. E-leadership is about managing technology and using it to lead. Its

effectiveness is achieved through its ability to integrate leadership with technology. Today,

multinational organizations operate through "virtual teams," and therefore, technology has

become a means of leadership. The effectiveness of e-leadership requires leaders to act more like

coaches rather than bosses.

Pacesetting Leadership Style

Pacesetters are visionary leaders who set the pace for their organization and the industry.

Such leaders have big dreams that influences the people around them to react to achieve what

seems impossible. In the 21st Century, pace-setting is a high-quality type of leadership style

because a pacesetter demands things better and faster, which influences other people to be

innovative. Pacesetting demands self-motivation and needs little direction to execute big picture

ideas.

Charismatic Leadership Style

Charismatic leaders are leaders who inspire those around them to greatness. Such leaders

have an attitude of working together, and they use their charisma powers to stimulate others to

act. Charismatic leaders are visionary in a similar way like pacesetters and innovators, although

they are absent during execution. In addition to this, they motivate those around them to be better

and to work for the good of the organization or society (Fiaz & Saqib, 2017). The effectiveness

of charismatic leadership is achieved by the ability to initiate and maintain a significant level of

change in an organization. Charismatic leaders have qualities that attract followers and inspire

people to action. Some of their characteristics are communication, which enables them to

motivate employees during tough times; maturity, they draw on their knowledge and wisdom,

which they have accumulated over the years; humility, they place value on each employee and

make them know the organization values them; compassion; integrity, and honesty (Iqbal, Anwar

& Haider, 2015). In addition to this, they are good listeners, which enables them to pay attention

to everything said, they are confident, and they able to watch themselves and to continuously

improve themselves.

Leadership Power and Influence

In many instances, people associate power to the control leaders exerts from the position

they hold in the hierarchy of an organization. However, power goes beyond the leaders' official

authority derived from their position. Typically, leaders hold powers at different levels, and

often, those powers are underutilized or are never recognized. Some of these powers include

reward, charisma, expertise, relationships, position, information, and punishment (Hogan,

Curphy, Kaiser, & Chamorro-Premuzic, 2018). The power of position is obtained from the

official authority an individual holds in an organization or group. The power of charisma is

derived from an individual's style of leadership. Relationship power refers to the control an

individual acquires as a result of networks within and outside the organization (Allen, Porte &

Angle, 2016). Information power is the control an individual gains through the use of evidence

used in making an argument. Expertise power is the control attained as a result of specialized

knowledge development and communication. Punishment power is the ability to discipline

people who fail to comply with the standards. Reward power is the ability to appreciate people

for complying with the standards. An effective leader in the 21st Century should be capable of

recognizing these leadership powers and take advantage of them to improve processes in an

organization

Conclusion

As discussed above, the essential qualities of leadership in the 21st Century are

leadership traits and skills, styles, and powers. Some of the traits and skills integrity,

communication, self-awareness, and ability to delegate. Some of the leadership styles are

charismatic, servant, innovation, and pacesetting. Lastly, some of the powers of a leader are

charisma, position, reward, punishment, information, and relationships.

I have had a tough time during this course. One of the challenges I faced is referencing in

APA format. Another challenges was getting started in statistics. Lastly, using computer has

been tough because I lost several documents.

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