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Leadership in Organizations

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Leadership in Organizations

Leadership in organizations is a management perspective in which leaders assist in creating calculated goals for the company as they motivate individuals within the group to effectively carry out tasks in service to the goals. The army general, school superintendent, team coach, company CEO, department head, political party leader among others are examples that represent the two main elemental concepts of organizational leadership (Hogan et al., 2018). The first being the organization and the other being the leader. An organization is a group of people assembled for a task, whereas, a leader is a person who directs and guides the group.

Organizations require strong leadership if they are to be effective. Leadership is a trait that is inbuilt and also can be acquired. Leadership in an organization deals with expert tactics as well as human psychology. Thus, it sheds light on developing leadership abilities together with skills required across the organization. This means the ability of an individual to go through hard times and use this experience to grow personally and professionally as an individual. Organizational leadership identifies and separates leaders from managers. Therefore, a leader must have the capability of controlling a group of people compared to a manager who only directs the actions of employees (Bryman, 2013).

An organizational leader should not dominate over others. Their purpose is to guide the individuals under them by giving them a sense of direction to achieve the company's goals convincingly. They should also accept responsibility and at the same time be optimistic. A good leader is empathetic and surely will understand the needs of the team (Bryman, 2013). Additionally, an organizational leader should be able to lead both a group and an individual if required. Individuals with a higher likelihood of succeeding as organization leaders are intelligent, have thorough knowledge of the job, are highly ambitious, portray an urge to lead,

have high level of self-confident, are highly ambitious, flexible and honest. On the other hand, through learning organizational leadership, these individuals normally develop skills and abilities of conflict resolution, group problem-solving techniques, teamwork and conflict resolution. Leaders in organizations convey the vision, mission and policies of the company which boost the morale of employee and ensure efficiency in organization's operations (Deanne & Paul, 2013). Their tasks are to assist employees in growing professionally and be crucial contributors to the organization's mission.

There are important and effective tips one can use to be a successful leader in an organization. A leader has to lead themselves first and only then they can be able to handle a group. Commitment is not only professional but also personal growth is mandatory followed by responsibility. Hence, being a role model for the employee bears a significant weight and setting examples for them to follow is key. An individual desiring to be a leader is required to boost the morale of employees. Thus, motivating employees is necessary for them to show commitment to the organization. Familiarizing with each employee and showing concern when necessary greatly encourage them and this would result in them taking the initiative to uplift the company. The effectiveness and efficiency of an organization depend solely on the employees (Bryman, 2013). Therefore, encouraging them will guarantee the organization's success. Working as a team is also critical in attaining the organization's goals. A leader must work as a team by proving support to the group when needed, also, they should respect the individuals in the team. So, hurting any employee is unacceptable. A true leader should not regard themselves as the supreme authority and also should not be too bossy (Deanne & Paul, 2013).

Leadership in organizations demands all the processes and results which lead to improvement and attainment of organizational goals. For this to be achievable, it takes

genuineness, strategic communication, effective listening and employees' involvement. Leaders need to be on good terms with every employee to ensure their commitment to attaining the organization's target. As a result, a good leader will ensure every employee is working in a conducive environment to be more productive (Guo et al., 2016). Therefore, it is the responsibility of a leader to ensure that the working environment is conducive. If this is done, employees will not have excuses on why they did not attain the targets put in place by the organization. Efficiency and effectiveness all depend on the environment employees work in. To conclude, as a leader, one ought to be not only good but great example to their employees.

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