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by B J

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Leadership Crisis

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Leadership Crisis

Every leader is faced with a crisis at one point of leadership and only those with crucial skills get through the difficult situations. During a crisis, a leader should exhibit unquestionable communication skills to ensure every person involved understands the happenings and the actions that are to be taken. One key thing to consider when passing on information is transparency because there is high possibility of giving deceiving information to cover the seriousness of a situation during a crisis. Communication reduces fear of the unknown, allows sharing ideas, and provides guidance to employees (Brumfield, 2012). A leader who exhibits great communication skills assures followers that they are concerned and is ready to be at the top of the crisis. For instance, during the covid-19, many organizations faced financial and safety crises that threatened the organizations' working. Leaders who communicated the seriousness of the matter and communicated the need for changes in work situations are still intact.

Another important skill that leaders should demonstrate in crisis is adaptability instead of fear and panic in facing new situations. Organizations face unexpected situations which require leaders who are ready to make necessary changes and shift from the already laid perfect plans. In dealing with crisis, a leader should understand the nature of the situation, new objectives and nature of the aid team to ensure that the new plans have enough support and will be successful when a certain decision is made. Adaptability is well exhibited by situational leaders who can assess different situations and make necessary changes concerning those situations (Brumfield, 2012). The ability to come out of the crisis successfully depends on the leader's cognitive ability to handle different conditions and a well-organized team to support the leader.

In times of crisis, there is often limited information and the future is unpredictable; thus, having leaders with good decision-making skills allows for effective judgment. Decisions during a crisis are required to be quick and helpful; thus, a leader with the ability to make judgment calls is likely to handle the situation well (Brumfield, 2012). Many organizations dwell in a process environment when making decisions, but a crisis requires the leader to offer direction to the team. While it may be tempting to practice directive management and control, leaders should acknowledge ideas from other people involved to make more informed decisions and ensure cooperation in facing the present situations.

References

Brumfield, K. (2012). Succeeding in crisis leadership. *Financial Executive*, 28(8), 45-48.

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