

What is leadership?

“The action of leading a group of people or an organisation.” That’s how the Oxford Dictionary defines leadership. In simple words, leadership is about taking risks and challenging the status quo. Leaders motivate others to achieve something new and better. Interestingly, leaders do what they do to pursue innovation, not as an obligation. They measure success by looking at the team’s achievements and learning. Leaders are visionaries. Leaders motivate people. They concentrate on the personal development of their team besides working towards achieving organizational goals. They envision their team’s future growth and work towards achieving that. A leader analyses and assesses every situation to achieve new and better results. Leaders are not always people who hold higher ranks in an organization. But they are people who are known for their beliefs and work ethics. A leader is passionate about their work, and they pass on their enthusiasm to their fellow workers, enabling them to achieve their goals. Leadership is the ability to inspire a team to achieve a certain goal. It’s usually discussed in the context of business, but leadership is also how you, as an individual, choose to lead your life. The definition of leadership is to influence, inspire and help others become their best selves, building their skills and achieving goals along the way.

There are different types of leadership. These are:

- **Autocratic leadership**

A leader who has complete control over his team is called an autocratic leader. They never bend their beliefs and rules for anyone. Additionally, their team has no say in the business decisions. Moreover, the team is expected to follow the path directed by the leader.

- **Laissez-Faire leadership**

Laissez-Faire is derived from a French word that means ‘allow to do’. “The practice of non-interference in the affairs of others, especially with reference to individual conduct or freedom of action,” defines dictionary.com. In this type of leadership, team members have the freedom to perform their job according to their will. They are given the freedom to bring in their perspective and intelligence in performing business functions. If you take up a leadership course, you’d get to learn about it in detail.

- **Democratic leadership**

In this type of leadership, team members and leaders equally contribute to actualising business goals. Furthermore, they work together and motivate each other to achieve their personal goals too. This type of leadership leads to a positive working environment.

- **Bureaucratic leadership**

In this type of leadership, leaders strictly adhere to organisational rules and policies. They make sure that their team members do the same. Bureaucratic leaders are often organised and self-motivated.

What Are the Qualities of a Good Leader?

- 1. Honesty and Integrity:** Leaders value virtuousness and honesty. They have people who believe in them and their vision.
- 2. Inspiration:** Leaders are self-motivating, and this makes them great influencers. They are a good inspiration to their followers. They help others to understand their roles in a bigger context.
- 3. Communication skills:** Leaders possess great communication skills. They are transparent with their team and share failures and successes with them.
- 4. Vision:** Leaders are visionaries. They have a clear idea of what they want and how to achieve it. Being good communicators, leaders can share their vision with the team successfully.
- 5. Never give-up spirit:** Leaders challenge the status quo. Hence, they never give up easily. They also have unique ways to solve a problem.
- 6. Intuitive:** Leadership coach Hortense le Gentil believes that leaders should rely on intuition for making hard decisions. Especially because intuition heavily relies on a person's existing knowledge and life learnings, which proves to be more useful in complex situations.
- 7. Empathy:** A leader should be an emotional and empathetic fellow because it will help them in developing a strong bond with their team. Furthermore, these qualities will help a leader in addressing the problems, complaints, and aspirations of his team members.
- 8. Objective:** Although empathy is an important quality a leader must imbibe, getting clouded by emotions while making an important business decision is not advisable. Hence, a good leader should be objective.
- 9. Intelligence:** A good leader must be intelligent enough to arrive at business solutions to difficult problems. Furthermore, a leader should be analytical and should weigh the pros and cons before making a decision. This quality can be polished with an all-inclusive leadership training program.
- 10. Open-mindedness and creativity:** A good leader is someone who is open to new ideas, possibilities, and perspectives. Being a good leader means understanding that there is no right way to do things. Therefore, a good leader is always ready to listen, observe, and be willing to change. They are also out-of-the-box thinkers and encourage their teams to do so. If you enrol for a leadership course, all these things will be a part of the curriculum.
- 11. Patient:** A good leader understands that a business strategy takes time to develop and bear results. Additionally, they also believe that 'continuous improvement and patient' leads to success.

12. Flexible: Since leaders understand the concept of 'continuous improvement, they also know that being adaptable will lead them to success. Nothing goes as per plan. Hence, being flexible and intuitive helps a manager to hold his ground during complex situations.

13. Influence other people's behaviour: Leadership is the ability of a person to persuade others to behave in a certain way to achieve a common objective or goal, resulting in willing cooperation.

14. Group Interaction: This is a group interaction in which two or more people are present and converse. A leader must have followers to be a leader. Social interaction between the leader and those who follow. The interaction between the leader and the followers determines the success of the organisation's goals.

15. Achieving Shared Organisational Goals: A leader's role in an organisation is to guide employees in achieving shared goals. The leader brings people and their efforts together to achieve common goals.

16. Continuous Procedure: Leadership is a continuous process. A leader must constantly oversee and supervise their team members to ensure that everyone is working toward the same goals and not deviating from them.

Importance of Leadership

Leaders Provide Task Support: Leaders uphold the supporters by gathering the authoritative assets and helping them achieve their undertakings as per principles of execution.

Building the Team Spirit:

No individual can work alone. Leaders create cooperation among supporters to work, aggregate and arrange their exercises with authoritative exercises and objectives a leader functions as chief of the group.

Motivation:

Leaders spur the workers to take up occupations that they, in any case, may not be eager to work out.

Provides Feedback:

At the point when individuals run after very much characterised targets, they need a steady input of their presentation, which helps in accomplishing their objectives adequately. Leaders give them this criticism.

Introducing Change:

Successful leaders can persuade individuals about the need and advantages of authoritative change. The change cycle can, consequently, be easily completed.

Maintain Discipline:

Leadership is an incredible impact that upholds discipline in the association beyond what formal principles and guidelines can. Individuals will be submitted and faithful to rules and guidelines if their chiefs believe in them.

In concluding all the points, we must say leadership is the ability to motivate and influence subordinates to complete their tasks with enthusiasm, competence, and willingness to achieve group objectives. According to management writers, leadership is the process of

influencing the activities of an individual or a group to achieve goal achievement in a specific contest.