Developing Skills for Successful Leader

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Abstract – This study sought to determine whether different job functions demand different levels of leadership ability. Because leadership skills can be learned and developed, this study emphasises them over other leadership constructs like leadership qualities. Leaders must inspire and exert influence over all stakeholders in order to be successful. This includes the board of directors, the shareholders, the staff, the vendors, and the clients. The goal of this study is to determine if there are any variations in the cognitive, interpersonal, and business leadership abilities of leaders in sales, finance, and human resources. Leadership involves creating and articulating a vision and inspiring others to want to work toward that vision. But leaders may not be skilled at or involved with the day-to-day management of the work needed to turn that vision into a reality.

Key Words: Leadership, Leader, Quality, Skill.

1. INTRODUCTION

The capacity to influence and direct followers or other members of an organization is referred to as leadership. Making wise — and occasionally challenging — decisions, defining and communicating a clear vision, setting realistic goals, and empowering subordinates with the information and resources they need to reach those goals are all aspects of leadership.

Leadership students are aware of the value of successful leadership. Theories of behavioral styles, transformational or charismatic leadership, and leadermember interchange are just a few of the numerous theories that have been put forth over the years to describe the kinds of behaviors that make effective leadership possible. These theories all have a similar emphasis on specific behavioral patterns and how these patterns affect the effectiveness of leaders. Contrarily, leadership might be defined in terms of the capacities, expertise, and skills that make effective leadership feasible rather than in terms of particular actions.

Leaders may be found and developed in the workplace by giving them some autonomy in their decision-making. There are persons in every culture who only perform the duties that are expected of them. Then there are those that just innately step up and assume more accountability and initiative. These are the individuals that truly possess leadership potential.

2. Leadership Skills:

People with leadership qualities are able to direct and complete tasks, support initiatives, create a sense of unity, and empower others. A person's capacity to motivate staff, inspire them, instigate change, and produce outcomes are all examples of leadership capabilities. Employees need more than just leadership abilities to become leaders. Their managers need to motivate and inspire them.

I.   Motivation

Leaders must motivate employees to go above and above for their firms; in most cases, offering them a fair wage is insufficient motivation. There are several ways to inspire your team members, like offering them additional duties to improve their investment in the business or boosting their self-esteem through praise and awards. Leaders must discover the finest motivators for their team members or employees in order to boost motivation and productivity. Effective motivating requires the following abilities:

- Employee autonomy.

- Self-awareness.

- Asking for input

- Assessing the interests of staff

- Convincing

- Mentoring

- Open to employee concerns

- Persuasive

II. Positive View

In the workplace, an optimistic outlook can go a long way. Even during hectic, stressful times, you should be able to laugh at yourself when something doesn't go exactly as planned. This helps to establish a joyful and healthy work environment. Skills that help make for a positive atmosphere in the workplace include:

- Caring

- Conflict management

- Developing rapport

- Diplomacy

- Encouraging

- Empathetic

- Friendliness

- Helping others

III. Creativity

You need to be able to think beyond the box since you will often have to make decisions as a leader that do not have obvious solutions. Many employees will also be impressed and inspired by a leader who doesn't always choose the safe, conventional path. Here are some skills related to:

- Flexibility

- Conceptualization

- Critical thinking

- Curiosity

- Foresight

- Identifying patterns

- Imaginative

- Innovative

IV. Decision-Making

A leader is always required to make decisions. Having excellent decision-making abilities is essential for becoming a good leader. Large-scale, crucial decisions affecting your organisation must be well-informed, logical, and solid. In fact, the success of your business and you personally will depend on the decisions you make as a leader. To persuade the parties involved and those who will be impacted by the process, you must be steadfast in your decisions and confident in them.

V. Influence

It is easier to express your vision or goals, coordinate the activities of others, and win the support of individuals at all levels when you have developed your influencing and leadership skills. In the end, influence enables you to accomplish goals and produce desired results. At different organisational levels, the amount of influence might vary

significantly. The idea is to understand your stakeholders or audience.

VI. Management

A manager spends at least 24 percent of their time handling conflict, according to the American

Management Association. Conflict can arise in a variety of business contexts. Any difference of opinion between two or more people that has the potential to interfere with work is seen as a conflict. Conflict in the workplace may extend to consumers, suppliers, and even other businesses. An competent leader should be able to intervene when a conflict occurs and end it or at the very least, lessen its impact before it has a detrimental impact on the company. A quarrel may even prove beneficial for your company if it is handled appropriately.

3. What you have to be leader:

You must comprehend your own motivations, strengths, and shortcomings if you want to be a successful leader. Open communication, supporting employee growth and development, and providing and accepting feedback are all ways that great leaders build relationships with their teams. Open communication with your team members is one of the most crucial components of effective leadership. Your team members should look to you for honesty and integrity it's crucial to be direct when you're in charge of a group of people, he remarked. Your staff will follow if you make honesty and ethics a core value in your business since they are a mirror of you. Effective leaders are able to motivate their team, handle and delegate tasks, listen to feedback, and have the flexibility to solve issues in a workplace that is constantly evolving. Employers look for these qualities in the applicants they choose for leadership positions.

4. What you need to do:

Give others the confidence to speak up

Leaders frequently terrify their subordinates with their position and authority when they enter a room. Effective leaders divert focus from themselves and support others in expressing their thoughts. They are specialists in fostering a culture where people feel empowered to express themselves and confidently share their opinions. They foster an approachable atmosphere by exercising their executive presence.

Share Your Expectations

Great communicators are successful leaders, and this is especially true when discussing "performance expectations." By doing this, they ensure that their vision is accurately translated and actionable objectives are appropriately carried out by reminding their coworkers of the organization's basic values and mission statement.

Engage people in thought

The most effective leaders are aware of the perspectives, skills, and potential for development of their team members. They use this information/insight to push their staff to think critically and push them to go beyond. These leaders are excellent at keeping their followers on their toes, preventing them from becoming complacent, and providing them with the resources they need to advance.

5. How to Lead:

From employee engagement and growth to retention and productivity, a team leader's capacity to inspire, mentor, and coach their teams can have a significant impact on all of these factors. Furthermore, studies reveal that a team's

experience is most directly and significantly impacted by the team leader.

Therefore, having the appropriate abilities and behaviours in leadership positions can affect how quickly team members acquire new skills, whether they feel encouraged and included, and how original or creative the team's ideas are.

> ➢ First, learn to lead yourself.
> ➢ Request comments from all directions.
> ➢ Be receptive to novel concepts.
> ➢ Experiment with stepping outside of your comfort zone.
> ➢ Be mindful of the dynamics within the team.

Measure the effectiveness of your team on various fronts. The most effective team managers oversee teamwork. They coordinate resources, plan, organise tasks, assign duties, and make sure the team's tasks are completed. When unsure about what to do or what is most important, the team looks to the leader for direction. They should be able to see their entire team and foresee what will be required to accomplish the team's objectives. For instance, when a deadline shifts, the team leader must think about what work might need to be put on hold and whether team members need to reorder their priorities.

6. Conclusion

Most businesses need to strengthen their leadership capabilities. Organizations that are successful don't wait for the leaders to emerge. Successful businesses look for leaders and put them in unusual situations designed to help them realise this potential. More people can become leaders inside companies with the use of careful attention, education, and appropriate support. Organizations must

remember that while developing the leadership skills of some individuals, great leadership without excellent management is ineffective and occasionally much worse than the contrary. Combining strong management with excellent leadership, and eventually their mutual compensation, represents true performance. No one can simultaneously be a good manager and a good leader. When a company is aware of the fundamental distinctions between management and leadership, it may start to prepare employees for leadership roles by considering both facets. The distinction between a manager and a leader is significant. The first deals with complexity, while the second does so while grouping management and leadership-specific activities. Each action system entails deciding what has to be done, establishing relationships amongst people, establishing relationships that can result in the fulfilment of a common plan, and finally, ensuring that these people carry out their obligations. Each person completes these three responsibilities in their own unique way.

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