

Leadership

The five practices

Leadership is everyone's business

- ✓ *Model the way*
- ✓ *Inspire a shared vision*
- ✓ *Challenge the process*
- ✓ *Enable others to act*
- ✓ *Encourage the heart*



George S. Patton's "Don't tell people how to do things, tell them what to do and let them surprise you with their results." Great leaders don't just lead; they bring out the best in everybody else too'.

"Management is doing things right; leadership is doing the right things."

"The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint to keep from meddling with them while they do it. " Theodore Roosevelt

The above statements are so true. Leadership truly has got nothing to do with position – A leader is somebody who finds the best solution in any situation - a solution which benefits one and all. A situation creates a leader whom the world gets to know. Through the strength of their vision and personality, transformational leaders are able to inspire followers to change expectations, perceptions and motivations to work towards common goals. Doing the right things – that is what we tend to forget when we become part of this world. The definition of right changes in context.

Model the way: Clarify values by finding your voice and affirming shared ideas. Set the example by aligning actions with shared values. To model the way as a leader one has to be sure of the way, has to believe in it. Practice what you preach applies well here. Clarity and knowledge is a must for a good leader. When people look upon you and you want them to accept your ideas you have to consciously depict and showcase them for visibility. Do what you say you will do

Inspire a Shared vision: Envision the future by imagining exciting and ennobling possibilities. Enlist others in a common vision by appealing to shared aspirations. Everyone involved has to relate with the vision. To share a vision, make sure it appears like the team's vision and not your individual alone. Even if it is your vision – give credit to the team. The values of the vision have to be clear to one and all. The vision has to have a good element associated with it. If it appears self-centered it will not be accepted.

Challenge the process: Search the opportunities by seizing the initiative and by looking outward for innovative ways to improve. Experiment and take risks by constantly generating small wins and learning from experiences. This is true – it is leaders who will challenge the process, others will just go with the flow. Change is mandatory for growth. Innovation and a way around. This also keeps everyone on the toes. There is an element of adventure – which is motivating. Monotony only kills innovation. A good leader will challenge the process not just to prove a point but make a productive and positive change.

Enable others to Act: Foster collaboration by building trust and facilitating relationships. Strengthen others by increasing self-determination and developing competence. No job can be accomplished alone. And the best guy cannot do all the jobs. A good leader will enable others to act. To do so you have to know the team members, followers well. Highlight the qualities of each member and delegate tasks per their qualification and expertise. The participant should feel important. Appreciation and trust both have to go hand in hand. False hopes and praises should be avoided. A rude truth is better than sweet lies. Once you know the team members and their qualification and aspirational level – you can help them act and deliver. Nothing tastes better than success. Each success should be celebrated.

Encourage the heart: Recognise contributions by showing appreciation for individual excellence. Celebrate the values and victories by creating a spirit of community. A leader is accepted only if the followers feel from the heart. They deliver for a common objective without fear but just respect and love. This spirit has to be generated by the leader. Teach them to feel and think. Trust and faith and comradeship are outcomes of a good heart.

Transformational Leadership – Need of the hour

What is Transformational Leadership ? The concept of transformational leadership was initially introduced by leadership expert and presidential biographer James MacGregor Burns.¹ According to Burns, transformational leadership can be seen when “ leaders and followers make each other to advance to a higher level of moral and motivation.”_Through the strength of their vision and personality, transformational leaders are able to inspire followers to change expectations, perceptions and motivations to work towards common goals

The Components of Transformational Leadership

Bass suggested that there were four different components of transformational leadership.

Intellectual Stimulation – Transformational leaders not only challenge the status quo; they also encourage creativity among followers. The leader encourages followers to explore new ways of doing things and new opportunities to learn.

Individualized Consideration – Transformational leadership also involves offering support and encouragement to individual followers. In order to foster supportive relationships, transformational leaders keep lines of communication open so that followers feel free to share ideas and so that leaders can offer direct recognition of each followers unique contributions.

Inspirational Motivation – Transformational leaders have a clear vision that they are able to articulate to followers. These leaders are also able to help followers experience the same passion and motivation to fulfill these goals.

Idealized Influence – The transformational leaders serves as a role model for followers. Because followers trust and respect the leader, they emulate the leader and internalize his or her ideals.

Reflections of the author

While reading these books on leadership and from past experiences in life, I believe that leadership also comes with a price. One has to be ready to pay that price to stick to the values and beliefs. There are a lot of distractions in the world which will from time to time try to divert you from your path of achievement. The external factors which are jealous of your achievements hinder your growth. This upsets the good people and there are times he wants to let go, but these small victories of evil do not survive long. They just pose as problems for a while. Maybe deflate your spirit during the fight, but patience and persistence with belief will rise to victory in the end. Let not small failures take you away from the path. Always try to look beyond to achieve big. Think for others, your actions will speak themselves. Failures are not hurdles but learning steps – for a better tomorrow. This can be understood only by true leaders. First be truthful and faithful to self before you set up your mission.

MPS

