

GOOD LEADERSHIP SKILLS

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Introduction

Leadership is considered as the most important aspect in the organization. This is due to the fact that human being can only be managed by the human being itself. In the perspective of the organization, leadership is defined as a process which occurs between or among persons, as an individual ability, or as a basis for attributing power to an individual (Tesone, 2005). At the most basic level, a leader is someone who leads others. But what makes someone a leader? What is it about being a leader that some people understand and use to their advantage? What can you do to be a leader? Here is what you need to know and do. A leader is a person who has a vision, a drive and a commitment to achieve that vision, and the skills to make it happen. Let's look at each of those in detail.

Leadership is a quality hidden in the personality of a human being. Human personality is very complex and it is very difficult to grade individuals according to one's personality. Leadership, on the other hand, depends on the structure of the personality which includes experience, skill, responsibility, intelligence, power of organizing people and social interaction. Leadership is an indispensable activity, which every leader has tap perform for directing the people, working under him. It is the ability of the Leader to induce subordinates to work with confidence and

zeal. In other words "Leadership is the process by which a leader imaginatively directs, guides and influence the work of others in choosing and attaining specified goals by mediating between the individuals and the organisation in such as manner, that both will obtain maximum satisfaction.

The Leader's Vision

A leader has a vision. Leaders see a problem that needs to be fixed or a goal that needs to be achieved. It may be something that no one else sees or simply something that no one else wants to tackle. Whatever it is, it is the focus of the leader's attention and they attack it with a single-minded determination. Whether the goal is to double the company's annual sales, develop a product that will solve a certain problem, or start a company that can achieve the leader's dream, the leader always has a clear target in mind. This is a big picture sort of thing, not the process improvement that reduces errors by 2% but the new manufacturing process that completely eliminates the step that caused the errors. It is the new product that makes people say "why didn't I think of that", not just a toaster that lets you select the degree of darkness of the toast. Edison did not set out to build a better candle, he wanted to find a whole new way to illuminate the darkness. That's the kind of vision a leader has.

The Drive To See It Through

It is not enough to just have a vision. Lots of people see things that should be done, things that should be fixed, great step forward that could be taken. What makes leaders different is that they act. They take the steps to achieve their vision. Is it a passion for the idea, an inner sense of drive, or some sense of commitment? Whatever it is, it is the strength that lets leaders move their vision forward despite all the obstacles, despite all the people saying it can't be done, it's too costly, we tried that before, or a dozen other excuses. The true leader perseveres and moves forward.

Trait And Skills A Leader Must Have

There are things that set leaders apart from other people. Some people are born with these characteristics. Others develop them as they improve as leaders. These are not magic bullets. They are things you can do and be if you want to be a leader.

Traits Of A Leader

There are as many traits of a leader as there are lists of what makes a leader. Here are the fundamental traits of a leader from my perspective:

- **Has integrity** - People have to believe that you are pursuing your dream because it's the right thing to do, not just because you are ego driven.
- **Is a people person** - Understands the differences that make people unique and is able to use those individual skills to achieve the goal.
- **Is positive** - A leader encourages and rewards people and makes you want to do it and do it right. A leader is not a negative person and doesn't waste time and effort telling everyone what they are doing wrong.

Leadership Skills

Beyond the personal traits of a leader, there are specific skills someone must master if they want to be a leader. The implementation of a positive work environment will not only yield great results from your team members, it will help you build confidence in your leadership skills. To help you excel in your new position, here are five tips that will transform your new job from a daunting uphill battle into an exciting opportunity:

- **Effective communication** – it is more than just being able to speak and write. A leader's communication must move people to work towards the goal the leader has chosen.
- **Motivation** - a leader has to be able to motivate everyone to contribute. Each of us has different "buttons". A leader knows how to push the right buttons on everyone to make them really want to do their best to achieve the leader's goal.
- **Planning** - the leader has a plan to achieve the goal. He/she doesn't get too bogged down in the details, that's what managers are for, but rather uses a high level plan to keep everyone moving together toward the goal.
- **Wrong Can Be Right** - encourage creativity by allowing team members to be wrong. Making mistakes is an inherent part of the creative process. If employees know they won't be punished for coming up with an atypical idea or solution, they will be inspired to think outside the box and take more chances, leading to the creation of better, more innovative ideas.
- **Look Into The Future** - Express your exceptional and positive vision for the future. A leader with a plan is the easiest leader to follow. Once aware of the team's goal, each member will strive to do his/her part to aid in the completion of the objective, thus ensuring not only the motivation of each individual, but the unification of your team as well.

- **Passion Is Contagious** - Share your passion for your work with your team members. If a leader is enthusiastic and believes in the work, while recognizing the hurdles that the team will encounter, employees will continue to do the same. This is especially true in an environment rife with obstacles and results that are not easily quantifiable, such as a school. As a principal, constant reiteration of a strong belief in the school's role in impacting the lives of young people can both unite and inspire the school's faculty and staff, even when faced with challenges.
- **Leadership Is A Service And Not A Destination** - Leadership is a service and not a destination. Sometimes people seek a position of leadership for the position itself. They may desire the power or the acclaim that goes with the position. However, a leader that seeks to serve rather than to be served will always be more effective.
- **Leadership is not always what you do but how you do it** - Leadership roles who have a great vision for where their organization needs to go but the way they manage the process and the way they treat people becomes a barrier to their success. Leaders who embrace humility, graciousness, and attend to their people, will not only achieve more but have more support along the way.

Bottom Line

A good leader should also be an optimist having a positive attitude towards everything. He/she should never think negatively or plan anything showing a negative attitude. A leader should ever be courageous when facing troubles and should solve the problems instead of blaming or embarrassing others. A good leader is always confident. For the leader to lead and set direction he/she needs to look confident as an individual and in the leadership role. Such an individual inspires confidence in the people and draws out best efforts of the team to accomplish the task. A leader who shows confidence towards the proposed goals inspires the best efforts from the people. A leader should be able to put across his/her vision in a way that will make the followers to have confidence in it.

Leaders dream dreams. They refuse to let anyone or anything get in the way of achieving those dreams. They are realistic, but unrelenting. They are polite, but insistent. They constantly and consistently drive forward toward their goal. You can be a leader. You will be - when it matters enough to you.

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