Importance of Leadership in an Organization

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Abstract- A leader is a person who have the ability to lead a group of people, an influencial personality that's makes people work towards a common objective. Leaders motivates the people in such a manner that they tend to do the work with enthusiasm and desire to complete it within a span of time. Leaders have an aura, a convincing power that earns people's trust and directs them towards the acheivement of a common objective and treats the people as winners and great acheivers to boost their inner strengths and capabilities.

I. INTRODUCTION

"Leadership is not defined by the exercise of power but by the capacity to increase the sense of power among those led"- Mary Parker Follet

"Management is the art of getting things done through and with people in formally organised groups"- Harold koontz

Both these definitions defines Leadership and management in an actual manner. The combination of both leads to a perfect approach towards and an organizational goal. A good leader is the one who always looks out after others before himself. He takes the initiative, listen to every individual, prioritize things and leads the group.

Taking an example of INDIAN ARMY. The comanding officer, also known as the CO of a particular regiment leads all men in a particular direction. The goal is set as Nation's security above all. The CO motivates the soldiers and the junior officers to perform their tasks irrespective of any barrier, any problem or even any calamity. They are motivated in such a manner and 'JOSH' that they are even ready to sacrifice their lives for the nation. This is what a leader does. Indian army is an esteemed organization which shows the best example of HOW A LEADER SHOULD BE IN ANY ORGANIZATION.

II. ELABORATIVE APPROACH

There are different types of leadership styles:

1. Autocratic Leadership: In this type of leadership, leader is the only authority. He has the complete power over the group of people. Whatever he says has to be obeyed. It may also be considered as a dictatorship type of leadership style. In an organization, if the leader has the full authority to take every decision and make everyone work accordingly, then that type of leadership style is known as Autocratic leadership

2. Laissez Faire Leadership style: In this type of leadership, the leaders lets the employees work on their own. He just concentrates on the intellectual/rational aspect of his work and does not focus on the management aspect of his work. Every member's opinion are taken under consideration but for this the employees has to be experienced, skill full, loyal and intellectual.

3. Democratic Leadership style: In this type of leadership, the leaders invite and encourage the team members to play an important role in decision-making process but the ultimate power of decion making lies under his hands. The leader directs the employees on what to perform and how to perform, while the employees communicate to the leader their experience and the suggestions. The advantages of this leadership style are that it leads to satisfied, motivated and more skilled employees in an organization. It leads to an optimistic work environment and encourages creativity.

4. Bureaucratic Leadership style: In this type of leadership, the leader strictly follows the rules and policies of the organization and makes sure that every employee follows the same. Promotions take place on the basis of employees' ability to adhere to organizational rules. This leadership style gradually develops over a period of time.

5. Transformational Leadership style: In this type of leadership, leaders have high emotional intelligence and integrity. He expects the best from everyone so he inspire the employees. He sets goals clearly and he have good conflict-resolution skills. This leads to high productivity and engagement.

All these leadership styles defines various types' qualities which a leader has. These qualities are not built in a day. The organization booms when it has good leaders working in it.

CONCLUSION

Leadership is a necessity. Leaders works on the enhancement of the employee's performance and achieve the required goal in an effective and efficient manner. The employees must follow what his leader says. Leaders are not born, they are made. Hence, they are the most important part of any organization. The leadership qualities they have are rare and henceforth, LEADERSHIP IS NOT A CUP OF TEA FOR ALL.

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