Leadership

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ABSTRACT*: In any field or occupation, leadership plays a very critical role in providing direction and guidance that should be followed. Considering that there are goals and missions to be achieved, it is important that the leadership in place is capable of handling all aspects in a harmonized manner so as to accelerate goals achieving. On this note, therefore, it is imperative that good leadership skills and styles are employed to foster growth and development.*

KEYWORDS–*Follower, Leader, Communication, Situation*

I. INTRODUCTION

Leadership is significant in any field where success and progress are goals. Since immemorial, a lot of attention has been paid in leadership. Kings and Queens who wedged high authority were leaders with great skills that gave them support from all people [1]. Leaders such as Napoleon of France have been described as a charismatic and confident army leader. He could lead his men into war while being in the front line [2]. This is a sign that for any leader to get a worthy following, he must have influence. And that influence comes from having leadership skills such as courage and being future-oriented. Without possession of these skills, it will be difficult for a leader to get followers and success [3]. Just like army leaders, business leaders are too expected to have leadership skills that will help them to make credible decisions and lead their companies to prosperity [4]. It is for this reason that most organizations are looking for leaders who can be able to turn things around. What this means is those leaders who will be in a position to help bring struggling firms to life [5]. It is important to distinguish management from leadership. A manager is concerned about getting results while as for a leader, his concerns are about doing the right thing [6]. Even though management and leadership seem to be doing the same task they are slightly different. A manager can lead his firm to prosperity through using unfair practices and still be considered a good manager [7].

II. RESEARCH METHOD

To collect the data, it was necessary to use research methods that would provide credible information. Interview was used as data collection methods. Business and political leaders were interviewed, they were asked questions pertaining to their skills and effective ways that future leaders should think and act. With this method, it is possible to get reliable information as it's a primary source of information [8]. The information obtained is first hand and is not prone to bias. This method was effective in that through it a lot of information was obtained which was used to achieve the aims and objectives of the study [9]. In most research, questionnaires provide a chance of getting firsthand information. Leaders in major institutions such as schools, churches, business and those with political posts were given questionnaires to fill [10]. The questions in the questionnaires were specific in nature in that leaders were asked about their skills, experience, and characteristics of future leaders [11]. It was found that most leaders who were successful had acquired the skills in the course of their lives. They stressed the importance of confidence and being purpose-minded as tools for success in leadership [12]. Another important fact that was identified from the interviewed leaders is that they are involving. They regularly involve their followers in decision making [13]. Observation is one method that has been in use in both social and scientific research.

III. LEADERSHIP

It is imperative to understand that leadership is a skill that is used in weaving together all aspects that are meant to bring about progress and direction in handling important matters. On this perspective, it is then in order to say that without people leadership does not exist[14].What this means is that the skills which are in this case, leadership skills do not exist if the person who will put them to use is not there. In simple language, the person is the independent variable while leadership is the dependent variable[15]. Leadership is very important so I agree that we have to handle the problems that we face between management and leadership [16]. There are many kinds of leadership that depends on the situation you will face in every team [17]. All researcher are agree that the leadership has different characteristics which the leader have to read and study all of them [18]. Sometimes the leadership compares between different theories between many leaders and I agree with it [11]. I agree that leadership has to practice for learning a lot about different people and worker that leader will face [19]. The leader has many effective and successful for long time which I'm agree with that [20].
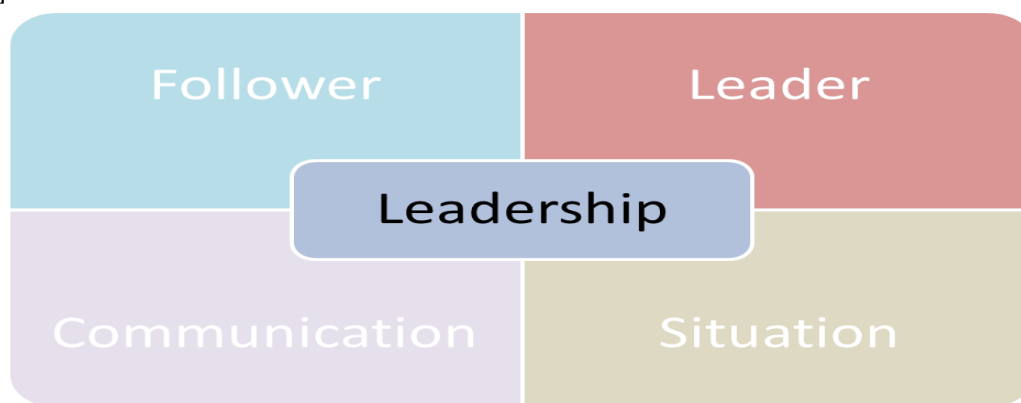

Fig.1 Leadership Factors and how they complete each other

3.1 FOLLOWER

In the leadership cycle, there is the leader and follower(s). The follower refers to the person who is shown the way by the leader. A follower's interest must be put into consideration by the leader if he or she is to get support from the follower [21]. It is important for followers to side and follow leaders with visions and who have the interests of them at heart. This will help to distinguish opportunistic leaders from good leaders. I agree that teamwork have to focus on the task to achieve the goal [22]. There is an outcome for every purpose that leader wants employee to guess [23]. Followers always try to use another way to get an offer but leader support the way between transformational leadership and follower [24]. I agree that transformational leader is the most important that follower get scared from it [25]. Sometimes the leadership relation gets a lot of problem to handle a project with different team [19]. The communities of leaders try to create a specific role to lead the group [26].
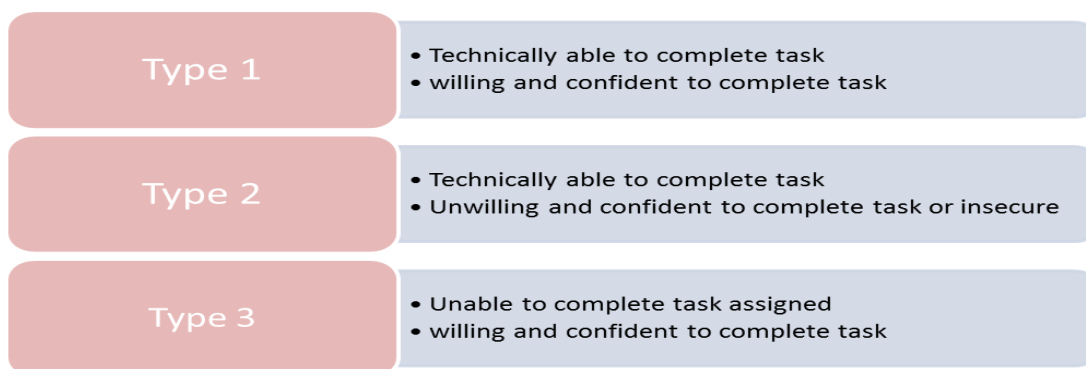

Fig.2 Different types for the followers who follow leader

3.2 LEADER

A good leader is that who is selfless and determined to achieve goals and visions of his followers. A leader should be goal oriented and motivating. I strongly agree that every leader needs to be the perfect one between the team in future [27]. This is important as some followers might lose vision of the dream along the way and the leader is tasked with reviving that dream through motivation. What the theory told us that there are many sways to focus on your task and do the best, so I agree with that [28]. There is a social event that leaders can get more benefit from it and learn all the characteristics for that [29]. Another characteristic of a good leader is that he should be moderate and humble. Humility is important as it will help the leader to deal with difficult situations that might arise without showing signs of pride. I don't agree about what author said for getting just information without having any experience for how the leader act and manage [30]. I agree that there are many ways to be a successfully leader in any place [31]. There is many leaders who investigate their time with many organizations and companies to work as a part time and I agree that everyone look for money [32].

Fig.3 Different types for the followers who follow leader

3.3 COMMUNICATION

Communication is an essential factor in leadership. Without an effective means of communication, the leader, and his followers are sure to misunderstand each other and this will affect their relationship. A good leader should ensure that he or she keeps a good communication flow with the followers [33]. Ignorance of doing this will result in the followers considering the leader as selfish and self-centered and will not eventually work with him or her. I agree that there are many different communication style for leadership and characteristics to achieve the goal because this is what the leaders need in the end [34]. I strongly agree that there is a language in leader's life so he has to get it clearly [35]. There are different reputations for employee who always face different view from the leader at work [36]. There are no specific models for leaders who communicate with others so I agree with it [35]. I agree that the leader's message can be delivered as what he says for teamwork [37]. The way which leader use to communicate with other is a technology so it's easy to get the work done [38].

Fig.4 Communication Skills

3.4 SITUATION

Every situation demands a different approach in terms of leadership. The different leadership styles that exist cannot be used in one or all situations. The leadership style that will be used in a business setting is different from that which should be used in a church setting. Nonetheless, all leadership styles are based on the principle of change and progress. On this note, therefore, it is important to recognize that situation plays a great role in determining which leadership style should be applied. I agree that every situation has to work on it carefully to learn how to handle it next time [29]. The study shows that in India different leaders who can lead teamwork and have an experience. Also, there is a way to improve the skills that you have [39]. Every culture has a different situation so people can't act the same way because their culture [40]. I agree that MBA lecture can help leader to improve and handle the situation with different mind [5]. I strongly agree that who practice a lot; they will know how to act with different situation and followers can be ready for any task [41]. Leaders can give a power for their employee and get from them. I agree that everything depends on the structure in every work place [42].
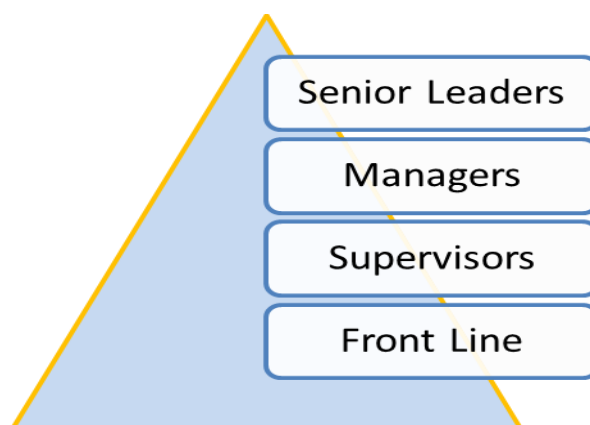

Fig.5Upside down Pyramid Leadership Structure

IV. DISCUSS RESEARCH

Leadership is as it offers the understanding of life and how growth and development can be attained. As such firms are trying to use all possible means to have an added advantage against their competitors. But to get ahead, leadership skills are necessary. Effective use of leadership skills, help firms to increase their market share and clientele base hence are able to grow.

The research on leadership is of great importance majorly in this age when competition is very stiff. As such firms and institutions are trying to use all possible means to have an added advantage against their competitors. But to get ahead, leadership skills are a must. Through effective use of leadership skills, some firms that were on the verge of collapsing have been able to sustain market forces and even went on to become market giants.

The research on leadership provides an opportunity for future leaders to build muscles on how to handle future challenges which will require the application of leadership skills. The findings of the research were significant in that it showed that through the application of right leadership skills leaders are able to achieve success irrespective of their field of specialization. It is, therefore, an important research that should be used in changing tactics by leaders.

V. RESULT DISCUSSION

From the result obtained, it was found that most successful leaders keep a close communication with their followers and they involve them in decision making [43]. The importance of doing this is to ensure that any differences that might arise between them are solved within the shortest time possible [44]. The effective of this is that it prevents cases of resistance and division. Many leaders were also found to be with great oratory skills. A good orator is able to move people and make them believe in his ideas [45]. The importance of leadership cannot be underestimated at this generation with high competition. Leaders with the ability to lead people are

the future trend. The future demands leaders who will be able to lead people effectively. It is for this reason that leadership skills have attractive much attention [46]. From other research, successful leaders were found to keen in terms of keeping the relationship with their followers intact. The significance of doing this is to ensure that any differences or misunderstanding that might arise between them are solved [47]. The effective of this is that it prevents cases of resistance and division. Many leaders were also found to be with great oratory skills. A good orator is able to move people and make them believe in his ideas [48].

VI.   CONTRIBUTION AND NEW INSIGHT

Leadership is great in bringing about change in the society. Through good leadership, some countries have been able to escape the poverty yoke and attained developed economies [49]. Through their good leadership skills many people have achieved their dreams. It is, therefore, true that leadership has greatly contributed in making societies develop [50]. New insight on leadership is that there is much that needs to be done. Future needs will demand leaders with great skill and with the ability to use different leadership skills according to given situations [51]. Leaders suggest that there is need for more research of future trend in terms leadership and the roles and challenges that future leaders will have to combat. Many researchers who have carried research on this area of study suggest that with the increased technological advancement and inception of machines with thinking capability, future leaders must be able to make fast and credible decisions [52]

VII.   CONMMCLUSION

It is indeed a fact that leadership plays a vital role in achieving progress. Leaders must be able to use the different leadership styles within the given situation. It is also important that leaders keep close communication with their followers so as to reduce cases of resistance. As it has been shown the future presents several challenges to leaders. This is due to increase technological advancement with the threat of invention of thinking machines. It is nonetheless an opportunity for future leaders to learn leadership skills and learn to make fast decisions. Through doing this they will be able to level with machines. On balance, I agree that leadership is essential in human life and progress. Good leaders translate to good life. As such it is vital that leaders with the ability to lead are given that chance. As it has been shown above, good leadership translates to good life. For this reason, it is essential that more attention is paid to making leaders adopt good leadership skills that will enable then to lead followers effective and rightfully. The future presents several challenges that must be addressed by leaders. In particular, this is due to the ever-increasing challenges from technological advancement to climate problems. I strongly support the need to a paradigm shift from the normal way of thinking on leadership to the new which believes that leadership should be about empowering others.

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