

# Nelson mandela's leadership style assignment

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Human skills involve the pliability to handle issues that relate to humanity and members of the society. Technical skills are the tailored skills to deliver some efforts based on the available technical facilities. Lastly, conceptual skills cover multiple issues that an organization desires to achieve in the business ventured. Following the integration of these skills in varied dimensions, it is possible to establish the effectiveness in leadership. As such, it is considered that good managers are effective leaders.

Although the term leadership and management are interchangeably used when referring to people spearheading organizations or a group of people, they distinctly imply different forms of overseeing people. Leadership involves the incorporation of creativity and innovation in leading people to partake in something that can be believed to be useful for all lives. On the other hand, management involves the understanding of an organizational vision and mission, which allow one guide it as per the formulated plans.

Since these two concepts are vital for any organization, one should be a good manager to be an effective leader. This demands the understanding of what makes one a good manager to achieve the attributes of an effective leader. In this essay, will discuss one of the great leader Mr.. Nelson Mandela. His direction and leadership style has given freedom to South African people. Effective Leader - Nelson Mandela In the twenty first century, leaders are required to build a greater impression in which people believe in strategy, trust in management decisions, and trust in their work.

Once people believe in management choice, there will be enthusiasm inside an organization. Such an environment helps the organization growing or

flourish. A doing well leaders create a surroundings in cooperation inside and outside the organization. Suburb chowder management, 2 LLC financial times Prentice hall (2000). The world hopeful in political leaders but unfortunately, a few of live up to the leadership main beliefs and values. In fact, a lot of political leaders seem to severely be deficient in numerous of the majority necessary leadership qualities.

This essay will be analyzing on one of African president ever recognized as dedicated leader; who dedicated his entire life fighting for freedom of his nation. Railhead Mandela was born in Transfer in a small rural community in the easterner cape of South Africa. On 18th July 1918 and named Nelson by en of his teachers, Mandela led the struggle to reinstate the apartheid rule of South Africa against racial discrimination. As well-known as a democratic leader he was incarcerated for 27 years. Has been awarded the Nobel peace prize in 1993 and 1 994 Nelson Mandela been voted as South Africa first black president. BBC news-Mandela's life and timeliest) The essay will seem at his behavior, characteristics as leader, and the style of his leadership at last relate his leadership with particular theory of leadership that is transformational leadership model. Leadership Definition Leadership is a function of personal and professional qualities retrospection), the conception of a vision, structure and satisfying a sense of collective purpose, and make sure carrying out, with strategy and culture as two situational or contextual factors (cannon, 2004; gill, 2006) Characteristics traits or personality Mr..

Nelson Mandela Charismatic personality he's self-determined, sense of humor, integrity, strong minded, intelligence, empathy, self-nelson Mandela charisma encouraged people by changing their goals, values, need beliefs <https://assignbuster.com/nelson-mandelas-leadership-style-assignment/>

and objective he bring about this change by attempt to south Africa people self- idea specifically make the people feel valued and personal identity the lack of assessment over cruel treatment received. Nelson Mandela spiritual strengths beliefs which show the integrity and willingness never to give up (BBC news Mandela's life and times 2008) As admired leader Mr..

Nelson Mandela as peace maker struggle to reinstate the apartheid rule of South Africa with multi-racial democracy, During the period of his incarceration sacrificed his family were he was absent in nurture of his children or in any feature of everyday life he has been shared with the world for his struggle for a nation not only for an individual or for own individual family. Mr.. Nelson Mandela believed that to be a freedom fighter one must suppress many of personal feelings that make one feel separated individual rather than part for the liberation of millions of people, not glory for one individual. Long walk for freedom chapter 11) Not all freedom fighter live to see their struggle bring about the change they are fighter for in the life time's sometimes they set the stage for the next generation to realize the fruits of their labor, social change happening when individual make change a choice to fight for justice and against oppression. (Frontline the long walk of Nelson Mandela: viewers ; teachers' guide Pl 1) Leadership role Nelson Mandela growing up with tribal traditional costumes' Mr. Mandela erudite that listening to others ideas is most important than talk or make own decision without consulting others.

Mandela's ideas about resolving disagreement grew as developed common sense of individuality and vision for leading people. Has combined the tactic and procedure observed from tribal chiefs, formal education and experiences <https://assignbuster.com/nelson-mandelas-leadership-style-assignment/>

to the ways of ruling parties. Mr. Mandela observed the ways of oppressors and well-known that they did little to dishearten, and in fact give confidence division along with the efferent tribes or groups of black and Asian South Africans. This taught that leaders might use their power to bring people together or slash apart. (Frontline the long walk of Nelson Mandela: viewers ; teachers' guide PI 8. Behavior: Nelson Mandela characterized by nature a peaceful and peace-loving man. But over the conduit of life's exertion, has been forced to make hard choices in order to realize his final objective of a democratic South Africa. While the Ann.'s preliminary policy was one of non-violence, over time felt forced to reconsider its effectiveness and accepted violent behavior as a strategy for achieving goal for a South Africa, once returned to original guiding principle of non-violence has transformed from the period of apartheid government to a democratic rule Nelson Mandela as eventually the beneficiary, along with F.

W. Decker, in 1993 Nobel Peace Prize. The subsequent year has been nominated as first black president of democratic South Africa. (Frontline; the long walk of Nelson Mandela: viewer's ; teachers' guide pap) Style of his leadership Under the democratic leadership style Where the focuses of leader is more with a group as an entire and better dealings within the group and leadership unction are in collective with the part of team.

The group member has a greater say in decision making determination of police implementation of scheme and dealings (Laurie J. Mullions 2005). Democratic leadership as a style whereby the leader persuade an open trusting and follower oriented relationship. Leaders who adopted encouraged followers to establish their own police provided them with a perspective by <https://assignbuster.com/nelson-mandelas-leadership-style-assignment/>

explaining in advance the procedures for accomplishing the goals and granted the followers independence to commence their own tasks and congratulating them in an objective manner.

According to Bass (1990) leaders adopting this leadership style were described as caring, considerate, and easy to compromise and they also had a sense of responsibility and attachment to their followers. Transformational leadership Many writers see transformational leadership as the similar thing as charismatic, creative thinker or inspirational leadership for instance, Grittier et al. Refers to a leadership as a transforming workers to pursue organizational goals over personal interest, Charismatic leaders followers by creating modification in their goal, values, needs beliefs and aspirations.

Such as a new theory of leadership contain greater than recent years evolved is central to understanding leadership with emphasis on transformational leadership where leader stimulates group to change their motives, beliefs and values and capabilities so to the group own attention and individual goal turn into congruent with organization (Bass 1985). An important characteristic of this leadership is charisma; and certainly Conger and Kananga (1987) include developed leadership theory that particularly focuses on measurement.

In Bass (1990) transformational leadership as a behavioral procedure of being gain knowledge of management, it's leadership practice with the purpose of ethical consisting of purposeful and prepared investigate for possible systematic examination and the aptitude to move about resources from areas of slighter to better production, (Bass 1990, P, 53-4) the leader

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attain this simulation in by creating an consciousness of the task of organization and develops group to higher level of ability and potential " (Mandela and Permian 2003, p, 390) furthermore transformational leaders believed to encompass the aptitude to motivate, inspire, and hold up creativity in group. This become visible to subsist achieved throughout transformational leader illustrate evidence of a high degree of individualized thoughtfulness which " the degree to which leader attends to the group observe and listens to the leaders concern by acting as a counselor (judge and Piccolo, 2004 P. 55) Transformational leadership theory hold further by management author in the 1 980 as method of efficiently carry in relation to organizational change (Viola et al 1991; Bennie and Anus, 1985; Itchy and Deviant; 1986 Itchy and Lurch 1 984) these study harassed that transformational leader lend a hand to realign the value and norms (Viola et a'; 1991, P. 9) of an organization endorse change. These value and norms are mainly precious while an organization comes across harsh disaster in motivating group in pursuing creative problem solving (Viola et al; 1991). Organizational changes achieved throughout transformational leaders creating awareness of the goal and task of the organization, according to Mandela and Epiphanies (2003) this awareness allow group to appear further than own interest through afterwards benefits the group and eventually the organizational.

According to whitehead, for instance the most sign efficient attribute that a high-quality leader inspiring people by create an environment where it's acceptable for people to make mistakes and gain knowledge of them, rather than what happened in the ancient times which to hold responsibility and

punish them. Leading from this position the acquisition of a high level of commitment from their people than mere compliance. Adair argues with the purpose of truthfully inspirational leader should be aware of the spirit surrounded by all people encompass the possible for greatness; inspirational leader connects through the lead, appreciates the potential of others and during trust determination release the powers in others. Adair refers to the inspired instant acknowledgment and attack of a concise window of opportunity that can take action as an influential means to inspire mutually the leader and the led. (Laurie J.

Mullions 2005) Beginning visioning capabilities is an additional leadership skill is normally linked with efficiency. This ability consists of a leader being able to build up a strategic vision (Lombard and McCauley, 1985 Souses and Poster, 1993). Bennie and Thomas conclude that individual achievement is partly connected to a leader's ability to "come out others in shared sense" and that effective leaders are able to "mobile workers" in a distinct and convincing voice" (Bennie and Thomas, 2002 P 39). In addition to visioning skills Cotter (1996) recognized align and communicating way, motivating and inspiring workforce and producing useful change as significant leadership skills to be acquired. Leary goal achievement is moreover important (Botanists, 1982) on the other hand performance needs to be redirected toward strategic skills (Lombard and McCauley, 1988) directed at implementing a vision (Hit, 1 988), rather than excessively focusing on technical skills (Lombard and McCauley, 1988) According to Burns (2002) traders must keep people focused on core values and mission and encourage contain souse transformation of the organization as a means of pursuing its



core mission. Fundamental to system-control thinking is an idea of the chase of clear organizational goals designed by the manager or leader who then motivates others to act in ways which will achieve these goals. It is suggested that this is difficult for a number of reasons. Such ways of thinking about leadership based upon a unitary view of organization and are thus motivated to act in ways that will ensure the understanding of such goals. Both ramifications and charismatic leadership theories can be seen to uphold unitary assumptions.

Essential to Bass's theory is the view of subordinates transcending self-happiness for the goals of the organization, with Bass and Viola (1994, p 3) for instance suggesting that "the (transformational) leader creates clearly communicated expectations that followers want to meet up and likewise Conger and Kanungo (1987). Although Bass and Viola (1994) acknowledge that followers hold a various set of views, desires and aspirations, they suggest that through the use of inspirational motivation the leader is able to support diverse followers around a vision. Thus there remains a belief that high consensus can be achieved and thus conflict, negotiation and politics that are predictable in organizations tend to be marginalia remarkably, Barker (1997) reminds of Burner's (1978) definition of leadership which emphasizes leadership as a practice which occurs within a context of competition and conflict.

Interesting Bass's theory of transformational leadership has built upon Burner's work and thus far downplays an important dimension. The following comment from a manager study highlights the realism of conflicting organizational goals. Managers in revision moreover often described the <https://assignbuster.com/nelson-mandelas-leadership-style-assignment/>

challenges in working with others who assumed very different views and the requirement of political king to build support for facts: This would seem to advise a slightly different reality to ideas of consensus, cohesion and willing self-sacrifice for the greater high-quality. Moderately suggests an added complex, untidy realism where conflicts of interest succeed and as such the manager should occasionally behave in uncomfortable ways to persuade others of individual viewpoints.

It may be argued that assumptions of a unitary organization might simplify the reality that found organization are somehow set and once achieved the work of the leader done. Again this seen to simplify the case. (Conger and Kananga, 1987 p. 46). Reliable with systems-control the inking theories of transformational and charismatic leadership present an individualistic conception of leadership, since the forces on the leader as special person. Indeed there center on a talented individual apparently possession of almost phenomenal, magical powers that may perhaps seen to hypnotize group to act in conduct wanted by the leader. Words such as extraordinary unconventional and heroic characterize a description of leader behaviors. Bass (1985) p. 7, 48) for instance, highlights the extraordinariness of transformational, charismatic leader suggesting that the unusual vision of charismatic leaders that makes it possible for them to observe around corners stems from greater freedom from internal conflict while the normal manager is a continuing victim of their self-doubts and personal traumas . Alamo-Metcalf et al (2002) argued that new theory of leadership create dangerous myths since they create a view of leadership unapproachable to the majority usual mortals. Further, the thought that a leader should in

several method gifted shows a weakening to accepted wisdom of leadership as an instinctive ability and as such suggests slight completed through way of teaching leadership indeed, in own employment found several managers who apparent leadership as an inspirational gift and therefore attempts to teach leadership were seen as limited.

Conclusion A leadership in an attempt study explore the style used in large scale to find out the outcome styles in terms of extra effort effectiveness and satisfaction among employees A transformational leader move up levels of understanding and consciousness about the meaning of value of necessary exult s and habits of attainment encourage offering up personality interest for the sake of the group or organization. Leadership related directly to organization task and objectives. Transformational leadership develop inspired way surroundings and creating a mutual vision that is clear and hopeful to employees. Leaders strength necessitates make over corporate strategic objectives into an individually concerned vision to motivate and convince reluctant workers of its value.