

Abraham lincoln as a prefect leader

[History](#)



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Brief Introduction to the Leader Identified Abraham Lincoln was the 16th president of United States of America who fought slavery in his country. During the period of Civil War, he was associated as a ‘ commander in chief’ of Union Armed Forces (Jeffrey & et. al, 2005). A leader is not always the key person of the team. He is, rather, a person who helps and guides others towards carrying and creating the environment in such a manner that the members of the team get totally involved in the process (Zenger, 2009). Abraham Lincoln had tremendous leadership qualities. He was a transformational leader as he had the capability to motivate and influence the people for achieving common goals instead of focussing on one’s individual interest. Lincoln had a definite vision, courage as well as confidence. With his courage, he could take the risk and overcome it with confidence. He possessed the sense of justice and cared a lot for the people. He was a person with great humility. He had charisma with which he had the power to influence others. With his leadership qualities, he had the ability to lead his followers towards a broader path (Friedman & Langbert, 2000).

2. 0 Attribute of Leadership Model Abraham Lincoln exemplifies the servant-leadership model of leadership. The servant leadership model put emphasize on the focus of the servant-leader towards serving others. This leadership model serves others by the contribution of their time for development, encouraging self-sacrificing service, building trust and creating attributes of responsibility. The main attribute is that servant-leadership is not focussed

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on position over others rather; it takes initiative to serve others toward common objectives or goals. This leadership model facilitates to develop the individuals along with organisations as it possesses courage, passion and personal commitment. This attributes of leadership play a fascinating role in the organisation (Taylor & et. al, 2008).

3. 0 Leadership Style –Idealist

Abraham Lincoln possessed idealistic leadership style. Generally, persons with servant leadership model are idealistic in nature. This leadership style facilitates dedication and care for others. The individuals with this style of leadership consider the organisation to be a place where everyone works together with a view to create value. They work with great passion and make strong commitments in any situation. They take an initiative to make the organisation successful along with the employees and looks after their development as well. They listen carefully during conversation with the employees and also try to handle any issues and difficulties that may arise in the organisation (Wong, 2007).

4. 0 Dimensions of Leadership

The ‘ relating dimension’ of leader leads to build strong association between staff members and the leader and also among the staff members. This dimension of leadership facilitates harmonious relationship in the organisation with sufficient productivity. In any organisation, ‘ relating dimension’ helps in increasing commitment and motivation among the employees. The long term productivity in the organisation is possible only when the relationship with the employees is such that it makes them feel valued. This dimension provides support and encouragement to the employees. Due to this relating dimension, the value of trust may develop between the managers and the workers and also among the workers. This dimension encourages in creating prospective team building in the organisation (Obialor, 2005).

5. 0 Faults as a

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Leader and Remedial Actions towards Those Faults The idealistic type of leadership as possessed by Abraham Lincoln; has certain drawbacks. The persons become emotional and take a decision based on their likings and wishes without logical reasoning. This type of person needs periodical rest as they spend huge amount of energy while working. In certain situation, these types of persons may lose their self confidence. Abraham Lincoln possessed relating leadership dimension which is much effective from an organisational perspective but it has certain shortcomings. Excessive informal relationship prevails between the leaders and the workers. Conflict is totally prohibited in such situation. The unsuitable behaviour may arise which might not be rectified immediately by the leader (Obialor, 2005). Due to the presence of disadvantages in their leadership traits they need to overcome them by implementing certain other qualities of leadership. They can reduce the informal relationship to certain extent with the workers. They can also adopt the decision-making procedure based on reality and authentic data instead of emotional feeling. This modification in their leadership traits will assist them to be perfect leaders.

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