

Contemporary leadership flashcard



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Contemporary leadership plays a very important role in today's rapidly changing nature of organizational environment. Contemporary leadership is designed for managers and leaders who want to become self aware and highly effective leaders in today's environment. There are two theories of contemporary leadership which has the common theme. They view leaders as individuals who inspire followers through their words, ideas and behaviors .

These theories are charismatic leadership and transformational leadership. Charismatic leaders articulate an appealing vision which provides a sense of continuity for followers by linking the present with a better future for the organization. The leader then communicates a high performance expectations and express confidence that followers can attain them. This enhances follower self-esteem and self confidence.

Next the leader conveys, through words and actions a new set of values and by his or her behavior sets an example for followers to imitate. Finally the charismatic leader makes self-sacrifices and engages in unconventional behavior to demonstrate courage and convictions about the vision of the organization. On the other hand transformational leaders are those who inspire followers to transcend their own self-interests and who are capable of having a profound and extraordinary effect on followers.

These leaders pays attention to the concerns and developmental needs of individual followers, they change followers' awareness of issues by helping them to look at old problems in new ways; and they are able to excite, arouse and inspire followers to put out extra effort to achieve the goals of

organization. Organizations are increasingly searching for managers who can exhibit transformational leadership qualities. They want leaders with visions and charisma to carry out those visions so that the organization can achieve its goals in today's global competitive world.