

The case of huawei technologies



Leadership is not a science rather it is an art, a skill that can be developed. Previously it was thought that leaders are born and not made, leadership was considered as a gift, a magic that some people are born with and only those people can become successful and charismatic leaders, who can then develop followers. However, these concepts of leadership do not exist anymore, now it is considered as a trait, a skill that can be developed and learned. Peter Drucker on Leadership Peter Drucker is one of the foremost respected authorities on business management philosophy.

He dedicated most of his life to the study of management and leadership's role in the organization. His philosophy is that the foundation of effective leadership is thinking through the organization's mission, defining it, and establishing it, clearly and visibly. The leader sets the goals, sets the principles, and sets and maintains the standards. He makes compromises, but before accepting a compromise, the effective leader has thought through what is right and desirable. Leaders see leadership as a responsibility rather than a rank and privilege.

An effective leader knows that the ultimate task of leadership is to create human energies and human vision. In order to succeed, trust must be earned. This trust is the conviction that the leader means what he says. Finally, effective leadership is not based on being clever; it is based primarily on being consistent. Drucker emphasizes that leadership is a means, and the question to answer is a means to what end. In simple words we can say that the leadership is all about influencing others when they work together to achieve certain goals¹. Importance of Leadership:

Leadership is related to motivation, interpersonal behavior and the process of communication. As Sir Paul Judge (2003, p 19) says, " Thirty years ago it was very much about what you knew, the technicalities of things. Managers now are leaders of their groups, their departments. Although they may well need some specialist knowledge, the human relation part of management job is more important than ever. People have more flexibility and more choices in their careers, which are them selves more fluid, so keeping people motivated are very important.

" The concept of leadership has been changed from time to time but its importance remains the same or increases. Every organization seeks leaders who can take organization on top. We can not neglect the importance of leadership in the organizations. Good leadership involves the effective process of delegation and empowerment. Few things are more important to human activity than leadership. Effective leadership helps our nation through times of danger. It makes a business organization successful.

It enables a not-for-profit organization to fulfill its mission. The effective leadership of parents enables children to grow strong and healthy and become productive adults. Without leadership, organizations move too slowly, stand still and lose their way. Problems of implementation are really issues about how leaders influence behavior and overcome resistance. Leadership is crucial in implementing decisions successfully. 1. The strategic vision. Strategic planning is providing direction and meaning to the every day activities of an organization.

Strategic planning is used to help an organization focus its energy and to ensure that members of the organization are working toward the same goals. Being strategic means understanding the organization's objectives, being aware of the resources and incorporating them both into a dynamic environment. Developing a strategy is a guide that provides the framework for managing effectively and creatively. The first step in strategic planning involves the process visioning; the process of developing a strategic vision statement for an organization. Visioning requires creativity.

Visioning is the process by which an organization envisions the future it wants. It brings the members of the organization together to develop a shared image of where they want their organization to be in the future. Once the organization has envisioned where it wants to be, it can begin to work toward its goals. What is a Strategic Vision? As Arthur Thompson and Dr. A. J Strickland, (2002, p. 6) say, the strategic vision is the formal expression of the visioning. A strategic vision reflects management's aspirations for the organization, providing a view of where the organization is going.

It spells out a direction and describes the destination. It allows the members of the organization to see the organization in the future. The members of the organization must have a picture in their mind of what success will look like. It portrays in words what the organization seeks to become; how the organization will function and how the organization will look. Visioning is the starting point of the strategic action plan that helps the organization to achieve its vision over time. As Thompson and Dr. A. J Strickland (2002, p. 32)

The strategic vision is a guide and concept that articulates what the organization wants to be in the future and in a language that assumes that the organization is already there. It keeps the organization moving in the right direction and it is the glue that binds the organization and members together. To have a strategic vision, means the organization has a mental picture of going in a specific direction. It inspires its members to act, to sacrifice, to achieve and to take the organization to deeper depths and higher heights.

Every effective and successful organization has a clear and inspirational vision. The success grows out of the strategic vision. It is the strategic vision that sets the limits. All organizations have goals and objectives to achieve, but the strategic vision helps illuminate the core values and principles that will guide the organization in the future. It provides a glimpse of possibilities. It evokes deeper meaning and deeper commitment than the goals. When an organization does not have a strategic vision of where it wants to go then it does not matter how it gets there.

The members must see a destination in their minds before they can begin. The members of the organization must know, understand and affirm the strategic vision. The strategic vision gives focus, meaning, direction and power to everyone within in the organization. The strategic vision gives life to the organization as the members walk in the vision. Without a strategic vision there is no direction, no purpose, no motivation and the members within the organization perishes and dies because the welfare of the organization becomes unfocused.

Proverbs 29: 12 " Where there is no vision the people perish. " The organization struggles from one predicament to the next without an understanding of the overall goals, general strategies and objectives. The strategic vision is the heart of the organization. It is the image of success. It is the motivator that charts the organization's future. It energizes the members to achieve a common goal by pointing the way to the future. The strategic vision empowers all the members within the organization to work together.

When the vision is lived by the members within the organization, it makes the members accountable to the customers and serves as a guiding principle. Organizations with a clear, concise strategic vision are focused and successful. A compelling strategic vision that connects with what the members care about is a powerful ingredient. Organizations without a strategic vision are unfocused and unsuccessful. Characteristics of the Strategic Vision The strategic vision should begin with the questions, " Where are we trying to go, and how do we see the organization three to five years from now? "