

# Leadership management at kit

[Business](#), [Management](#)



These changes have to be made through leadership which will benefit the organization in growing and increased business performance. [2]. Overall approach & drawing on leadership concepts & theories The role of leaders is to influence the individuals towards the achievement of goals. It is the responsibility of the manager to encourage the workers to work with confidence and zest. Leadership in an organization can be evaluated with the relationship between the leaders and the subordinates. Similarly, in the current context, there has been a rift between the two teams which has resulted in the underperformance in the current region of the organization. As a Mobile Project Manager in KIT company, the manager impersonates as a leader who sustains growth of the company.

From the CEO review, it has been identified that the company has been facing several issues in the strategic management, in motivating employees, low staff awareness etc. To understand the approach to be made in the current context, it is ideal to know the leadership concepts and theories. [3].

The Leadership Concept Influencing subordinates in achieving the objectives of the organization is the main criteria for leaders. There are certain concepts in leadership which need to be followed to achieve the essence of leadership in organizations. In the company, it is necessary that the leader takes roles mentioned below:

A leader plays its role when there are followers and when the followers are induced. The two way relationship helps the leaders in bringing a psychological attachment.

The authority over the followers comes into existence from the acceptance from the followers. The coexistence of the leader and the subordinates involves a psychological and economic exchange. There shall exist a consensus between the two teams. ;

The leader must create an interpersonal influence so that he employees follow you and get things done for them. It is necessary that the leadership persuades them to do the tasks and carry out the responsibilities. ;

The leadership should revolve around the leader and followers, a power is shared between the two groups in order to carry out the objectives. Objectives and goals of both the leader and followers must synchronize in order to accomplish the desired goals.

Therefore, the task ends up in achieving personal and organizational goals. ;

Leader displays the qualities, skills and knowledge according to the organizational deeds.

Hence, it is situational and should be carried with independence. These characteristics of leader are ideal for the company who needs to change the approach to leadership. There is a continuity and employees learn from the leader. Leadership styles such as autocratic, participative or democratic and free-rein or laissez fairer can have its direct effects on the organization. The best leadership style identified is the participative or democratic model where the leader and the follower are mutually benefiting.

Hence, the leader in the company should leverage the role ND become a part of the change in the organization. [4].

Leadership theories Leadership theories are categorized into three types; trait its effects of leadership over to the followers and the particular situations. These theories can be explained as:

- 1 . Trait theory explains the leadership based on personal traits. It accepts the fact that the leaders are not born, but made. The personality traits which accomplish the effectiveness of leadership are the abilities of the leader through supervising and intelligence, personal traits of the leader with decision making, maturity and masculinity/femininity and titivation with the Job security, power, financial reward and achievements.
2. Behavioral theory is based on the individual behavior of the leaders in the organization. It has its effects on the leadership behavior and style. Michigan studies have identified two leadership styles based on this theory; employee centered leader and production centered leader. The employee centered leadership treats the employees as equivalents, is concerned about their well being and encourages in goal setting. The production centered leader focuses on the technical aspects, work standards and acts as a tool for productivity.
3. Situational theories identify the situations where the ideal leadership can be practiced in the organization. One of the situational theory can be explained through Fiddler's contingency model.

This model where Fiedler explains through various situational variables such as leader- member relations, task structure, leader position power, variability of the situation and leadership style. This theory proves that the leadership is not based upon certain style but the situations of the leader. The most appropriate leadership style or ways are chosen by the leader themselves. [5].

**Strategy of the leader** One of the core approach of human resource department in an organization should be the strategic planning and management of human capital. According to Quinn (1980), strategic management is the plan that combines the goals, policies and actions of the organizations into one.

This points to the key requirements for a successful development in an organization. The manager has to improve their strategy to overcome the issues of financial crunch at present and not to recur in future. The long term strategy would aid the manager or leader to achieve the solution to the conflicting goals. Strategic management is mainly about the management according to the strategic needs of the organization. The human resource policies would also cover the hierarchies. The implementation of the strategic plan will deliver the needs of the organization. Leadership is a necessary component in the professional practice, be it be any career.

In a demanding work atmosphere, the leadership quality of the senior management is associated with the decision making, strategy planning, teamwork, motivation and one's own work (Sutton & Booth, 2011). The leader has to play many roles in the team. From decision making Leader as a

strategic player in the company leads in adopting a broader view of tasks to be practiced to accomplish the strategic goals of the company.

To start with managing the strategic points in the company, the leader has to ensure that the strategic management starts with the planning and direction in which the enterprise relates itself in attaining the competitive advantage. Strategy is considered to be a perspective in which the critical issues and the strategic decisions are undertaken which matches the growth potential in the company.

The leader has to take the strategic management as a long term approach to meet the requirements and goals of the { PAGE MARGARET} I pa GE organization. Hence, the strategic decisions are aimed at making a long term impact on the success of the organization. Leaders take the responsibility of the strategic management when there is a need of guideline and help the company from the fall. It is a kind of visionary approach that help in taking decisions and building strengths. It is considered that the leader in the strategic management help the meet the ends and the means. Therefore, the leader who will take the initiative to learn the mission ND strategies.

In developing the strategic plans, the leader has to have a logical understanding of the organization and its goals. Hence, in developing strategic plans, a systematic framework has to be decided for the decisions and the monitoring strategy. In the case of developing the strategy, the leader must have identified the situation and the problem solving mechanism. According to the CEO review, " a mismatch between current expertise and growth potential in the region", can be best avoided with a

strategy formulation for the organization. It is here the leader comes o the rescue of the management to assist in the strategy formulation. In another situation, the company also lacks in the staff awareness of KIT business goals, values and policies.

The leader identifies the flaws in the system and directs the change through strategic management. To implement the strategic human resource development, the leader must prepare the methodology to formulate the strategy. The strategic decision process must have an analysis of the organization's external environment, the strategic business issues that need to be resolved, direct people on he issues which hinder the success of the business, developing a long term strategy to address the issues and finally communicating the strategy (Hustled, 1995). In the case of KIT company, the issues are specific and clear to the employees. Strategic development should be a systematic approach to attain the desired target. Read about the difference between behavioral theory and contingency theory of leadership

While formulating, it is important that the strategies are achieved in vertical and horizontal fit (Hustled, 1995). In integrating business and the strategy, it is necessary that the HER function has the ability to implement into the leadership practices of KIT. While implementing the strategy, it is to be considered that the changes in the external and internal environments are integrated. The horizontal fit is achieved when the HER strategies are mutually supporting. The implementation of the strategic management is carried out by the line managers. They have the ability to communicate,

solve, listen to suggestions, opinions, coaching and guiding and the quality which makes a vital difference.

Assessing the implementation is crucial to identify the flaws in the strategy. This will help in timely revising of the strategy. In KIT company, the leader or the manager will be the key player to formulate and implement the strategy. Hence, the HER manager should be equipped with the knowledge and skills to do the strategic implementation. Some of the important skills required are information management skills for statistics, analysis and research, planning skills, management skills, integration skills at managing organizational interfaces and skill in assessing the organizational priorities and change management skills to forecast the changes to develop organizational activities (Charles, 2001).