

# Leadership in organizations

Business, Management



The paper “ Showcasing of the Intrinsic Features of the Organizations through Their Sound Leadership Attributes” is an exciting example of a term paper on management. Leadership within organizations is an inherent process that needs to be analyzed well in advance of the business processes and undertakings which are existent within it. If leadership is a success, it shall bring more positives for the business than one can envisage at a particular period of time. This assignment shall cover the very significant area of leadership within the realms of its work areas, and then finds out the leadership qualities that are being highlighted time and again. Later, there would be an emphasis on the varied leadership styles and a conclusion, to sum up, the discussion in entirety.

#### Leadership Defined

Leadership is the essence of leading through a sense of direction, vision and foreseeable success. It means that leadership brings with it ease of usage as far as the business processes and undertakings are related. It aims at building a bridge between the people and the work ethos that they indulge in on a proactively consistent basis. The importance of leadership within organizations is such that it creates room for growth and development through the right steps and actions that have been taken by the leaders. They instill confidence within the employees on different levels within the organizations and thus a sense of direction is ascertained in due course of time. It is a fact that leadership is different from management because the latter takes care of handling the routines while leadership is the core ingredient of the organization upon which the entire debate lingers upon (Turnbull, 2011). This debate is in the wake of its success or failure as far as

the future domains are concerned, and hence shall be tackled in a very fitting way.

### Leadership Qualities

A leader has a number of qualities that make him special amongst a hoard of people who work within the organizations. He knows what he is talking about, has a clear cut vision under his belt, is always geared to achieve the goals and objectives, is inclined to recruit and delegate work to the best man for the job in perspective, is a great communicator and knows it best when to make decisions for the long term success of his people and the organization that he works for. These 6 qualities make him an integral part of any organization and it is for this reason that these traits guarantee success for the organization and its people. The employees know that if the leader knows what his role is, half of the job is done instantly since they gain the direction to move ahead (Richardson, 1996). The vision is significant because it decides how to move ahead and tackle the problems in a head on manner. He is always proactive as far as achieving his goals and objectives are concerned because he knows the end result should be achieved in such a manner that there is success written all over it. He hires the best of men and women so that they accomplish tasks and objectives within the proper frameworks. He is known to be a communicator who can speak and interact with people in a clear enough way. Any hindrance would mean downfall for the leadership that has been erected within the domains of the organization. Lastly, the leader knows when to make decisions and when to leave things as they are.

### Leadership Styles

The different leadership styles that are being made use of by the leaders of today as they explore the basis of various organizations include the bureaucratic style, the democratic style, the transformational style, and the transactional style. The bureaucratic style sees that leaders make decisions without consulting any one. This is applicable where decisions need to be taken quickly and when there is less amount of input needed by the organization. The CEO of Saudia Aramco, Khalid Al Faleh is an example of the bureaucratic style. In a democratic leadership, the team gives its input before the decision is reached upon. The agreeableness of the entire team or group is, therefore, a significant aspect of the democratic leadership and a perfect example of this form of leadership is the US President, Barack Obama (Bucic, 2010). The third leadership style is the transformational style which is representative of true leadership where the leader has clear cut goals up his sleeves; he encourages and supports his team, inspires them to come up with stimulating work and sets a good example in front of the team himself. An example of transformational leadership is that of Nelson Mandela, the famous South African leader. The last leadership style is the transactional style which is supported by power and influence theories (Zeng, 2011). The team members make it sure that they follow their leader in essence and do not stray from the set course of action. Example of the transactional style of leadership is Adolf Hitler, the famous dictator who literally ruled the world in his time.

#### Conclusion

The intrinsic feature of the organizations today is showcased through their sound leadership attributes. The leadership qualities need to be analyzed

time and again for the eventual success of one and all, and it would be adequately correct to state that the styles of leadership play a very quintessential role without any doubt whatsoever. These points assert the basis of rationality within this assignment and one can easily decipher the same through the content that has been penned down here.