

Finding your leadership style

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



When there is a strong positive relationship between two people, it is easier to get a point across and convince the other to follow what one has to say, as compared to when a leader simply demands his followers to do as he instructs.

In an atmosphere where people work in teams and usually exhibit good coordination amongst themselves, the leader should be participative; where there is complete chaos and everybody is following their own reign causing utter disturbance, a need for an authoritative leader arises where the leader makes the right decisions and instructs everybody to do as he says for a harmonious work environment; and if there is a need to motivate the employees and build a very understanding level of work bond with them, the leader needs to be people-oriented. It is true that some leaders have a fixed leadership style through which they get their work done; however, it is not necessary that a leader possesses just one particular leadership trait, his adoption of styles usually varies with the circumstances.

It is evident that with the changing world, not only a person but entire setups need to change in order for them to succeed in this intensely competitive world. The change process is one of the emerging fields as almost every organization is opting for restructuring, reorganization or retrenchment. This field is not only in demand but is also an extremely challenging field due to a number of reasons (Burke, 2002). The first and the most important being the resistance to change that has been faced in the previous years. It is common knowledge that changes cannot be implemented in a short time, it might even take years. Strong resistance is faced by the welfare workers in various forms due to various reasons (Duck, 1993). Different tactics and methods

have been used formulated to conquer resistance but not all these procedures are successful and fit for every kind of governmental sector; especially when governmental setups are extremely rigid.

A good educational leader needs to possess certain qualities such as loyalty towards the welfare of the people, courage for taking a step towards the facilitation of the basic need of education, a sense of responsibility towards the society and its improvement, enthusiasm towards eradicating social issues, reliability - so that people can look up to him in times of disturbances, decisiveness which helps him to make major resolutions, determination for the fulfillment of the literacy goals he has set (White, N. D), a realistic nature to judge the situation rationally (Pettinger, N. D), appreciation for the efforts made by others towards humanity, honesty in his profession and lastly remarkable interpersonal skills to communicate his important message of literacy to the public and to motivate them to take part in the noble act (Robot, 2008).

There is an extreme need for leaders to emerge broadly for the welfare of the people, but most importantly, for the eradication of illiteracy and provision of basic educational facilities to the children. There have been various efforts made throughout history to increase the literacy rate by opening up new schools and the provision of free education up to a certain level, but it is a time that a larger number of people make a larger number of efforts towards this righteous goal.