

Essay on the charismatic leaders

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



Charisma is a special feature that is common in most leaders. Leaders who are charismatic are in a position to achieve supernatural set objectives. Generally, the charismatic leaders influence the others through metaphors, stories and their character. Example of the people that the managers use to demonstrate charisma includes Martin Luther King. In a country that was full of racism and discrimination of blacks, king was able to raise his voice and speak the truth without fear. His charismatic actions made him achieve various things and in addition, he became a very famous person in the world (Belasen, 59).

The managers also use the current president of United States to motivate the other workers. They narrate the story of the president who comes from a humble background and he is now in the top most position. The managers inform the employees that they are not different from the president. Generally, charismatic managers are able to inspire people through stories and metaphors until the employees contribute immensely towards the achievement of organizational goals (Belasen, 67). The employees feel that they are special and they are able in any way to do any task in an organization.

The managers with charisma usually set high objectives and motivate the employees to work towards the achievement of the objectives. First, the actions of the managers make the people motivated. They are able to do tasks that are thought to be very hard. This makes the employees have the confidence that the set objectives will be achieved even though very high. The managers are also able to know the emotions and moods of the employees. They have good interpersonal skills to talk to the employees.

Generally, they deal with each employee individually to ensure that any issue facing the employee is solved.

Charismatic managers are unstoppable after they have made their decisions. They are individuals who will struggle to the end to ensure that their objectives are met (Quinn, 97). Even when things are difficult, they never lose hope but instead work harder to ensure that the set objectives are achieved. When the employees are almost losing hope, the managers are available to advise and encourage them to ensure that there is struggle to achieve the objectives of the organization.

Managers with charisma have the ability to control their emotions such that the other employees are not able to know what they are facing (Belasen, 123). This is important in that the employees will see that things are normal even though there are challenges facing the organization. Generally, charismatic leaders make the employees believe that they are able to achieve any set task.

Even though charisma is an important feature, it has its own downsides. First, the other employees may think that the manager is the only person who can solve difficult issues. As a result, overreliance on the manager can leave some tasks uncompleted (Quinn, 143). This will limit the achievement of the set objectives.

Since charismatic leaders are good performing, there may be conflict between him/her and some other people in an organization. This can hinder performance of activities in the organization due to such circumstances.

The other problem is that the other employees can be greatly demoralized in case such a manager fails in any way. In such a case, the employee may feel that they cannot perform what their manager has failed to achieve (Quinn, 156).

CEOs with charisma can lead to good performance of companies. Therefore it is important that charisma be considered in the selection of CEOs. However, as it has been seen, there are limitations to this incident. In addition, charisma is not the only consideration in the employment of CEOs. Therefore a combination of other features and charisma in a CEO can lead to wonderful performance of an organization.

Works cited.

Belasen, Alan T. *Leading the Learning Organization: Communication and Competencies for Managing Change*. Albany: State University of New York Press, 2000.

Quinn, Robert E., et al. *Becoming a Master Manager: A Competing Values Approach*. New Jersey: John Wiley and Sons, 2011.