

Roles of leadership and motivation in management



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This paper tells about roles of leadership and motivation in the field of management, how it plays, what kind of role it plays, how it is useful in getting success of the team and theories of leadership and motivation.

Introduction

Leadership and motivation, from the definitions leader means that who leads the team then he will be the leader for that team. But clearly, the leader does not always go first and he develops the effective ideas and implements those ideas by motivating the team members. So leadership and motivation both are linked together. Now leader will be the person who motivates the team and that will be his leadership. The leader to accomplish their responsibility has to be familiar with how to inspire people and be obliged to search for ways to do this so as to preserve their position as leader. A good leader must possess a vision and having a vision provides a leader with purpose. This vision can help each employee to see what the future holds and what are the results of today's extra efforts and hard work. It also displays what the future offers as a rational extension of today's efforts. To a leader, vision is a reality that is in the reach in the near future. Vision is not a dream, it is a reflection of breadth of understanding that enables an organization to advance and compete. A good leader designs and directs a precise plan for how to make a vision reality. The best vision is generated through discussion and debate with employees who carry and implement the vision. If employees are convinced about the purpose and reasons of implementing the plan, they will do extra effort in reaching the shared vision. The vision should have a direct link with the objective of the organization. Finally, a shared and accepted vision is the critical link to high commitment and performance by every member of organization. A shared vision not only ties

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individual employees with together and leadership, but also generates a positive and constructive relationship between management and employees. The main steps in the creating of the shared vision are; employees and leaders must establish a working relation for the generation of shared vision; they proactively seek out for change rather than wait for a crises that demands action; they should define a shared vision for improvement of products and services; and they implement vision with the team work and group efforts.

Ethical Issues In Leadership And Motivation

“ Actual leaders contemplate resting on undertaking the accurate obsession, not resting on deed possessions correct.” With the aim of recommendation as of managerial board of advisers comes seeing with the aim of refusal bolt from the blue in the direction of respective firm leaders, according to what actives are crammed by means of easier said than done principled dilemmas.

Principals knowledge suchlike uncertainties taking place an every day basis. Having ethical liabilities in the direction of the social order, on the road to the line of work, en route for the institute panel in addition to students, they come across with the intention of “ this frequently is not comprehensible what is correct or incorrect, or what individual have to carry out, or else which point of view is spot on within ethical stipulations.”

Unluckily, comparatively a small number of chairpersons have been skilled in the direction of agreement in the midst of these contrasts. In anticipation of

awfully newly, principled issues were agreed modest concentration within grounding structures.

Here Is An Example Describing About Ethical Issues Of School Leader

A senior fellow in the leadership field comments so as to school leader countenance an only one of its kind set of moral difficulties. Academies are ethical associations, premeditated to endorse communal criterions, in addition to chiefs are ethical assistants those have to time and again create resolutions with the intention of good turn single honest worth in excess of a different. In addition, even though schools are devoted on the way to the welfare of kids, students contain practically refusal authority into what appears close at hand. Intended for all such kind of contemplates. The privileged behaviour “ has got to be intentionally ethical.”

Influential's ethical sense of duty asserts develop not merely into the palpable everyday principled confusions, other than in the routine actions and structured networks with the aim of might encompass concealed moral casual remarks. A senior fellow in managing field comments that each communal preparation settlements several persons next to the outlay of the rest of persons; merely to suppose so as to schools exemplify pleasing values are “ morally inexperienced, if not in the incorrect.” consequently, the chief has got to not simply perform dependably at the same time as an human being, other than be obliged to produce an moral foundation or society.

Since influential's, cardinals have a particular accountability on the way to put into consequence influence into a principled technique. A senior fellow in

Leadership studies advertises that much of a principal's authority is moral; that means, tutors have got to be persuaded so as to the principal's indicate of spectacle reflect principles they prop up. Compulsion from side to side self-important influence will hardly ever encompass an optimistic, permanent consequence or result.

Examples Of Some Moral Dilemmas Are Facing By Chiefs

Since distinct by a senior fellow, a "moral predicament" is not a selection between correct and incorrect, although an alternative flanked by two privileges. If suppose, allowing for an inducement would be an "ethical enticement"; conclusive if insufficient possessions have to set off on the way to an outstanding set of courses or a dissenter-avoidance structure would comprise a quandary.

Confusions happen when exquisite standards diverge. A main who standards in cooperation educator self-sufficiency in addition to scholar attainment will countenance a tight spot while tutors wish for endorse a guiding principle so as to push down opportunities. This variety of disagreement is finely tuned for the reason that discipline best are unrestricted administrators by means of commitments to a lot of individuals those frequently encompass challenging principles or comforts. Must guardians be well-versed if an analyst apprentices with the intention of guardian's spawn is making an allowance for an aborting? Must a learner assemblage be talented to manuscript a congregation presenter and that presenter attitudes will hurt somebody's feelings several in the commune? Should the chief hold up an educator who has completed doubtful marking pronouncements? Several educational programmers put forward those

commitments towards managers or chiefs set particular weight resting on principled executive. Meant for case, a fellow asked chiefs to approximation how “ a characteristic co-worker” would act in response to theoretical confusions. Compassionate frequently announced that equals or co-workers would obtain “ the pathway of smallest amount confrontation” with adjourning to admirable or captivating place of safety in bureaucrat actions, that the theoretical social group in point of fact reproduce the standard.

Ethical confectioners in general are in agreement close at hand is no moral “ recipe book” with the intention of provides trouble-free solutions to multifaceted dilemmas. Other than a numeral of academicians encompass recommended a number of guiding principles.

1. Influential persons must have and live enthusiastic in the direction of take action lying on an unambiguous intelligence of principled values.

A fellow asserts that a completely well-versed principled awareness will be full of arguments of compassionate like what perform our affairs stipulate of us? Means that a leader should know that what he is going to perform; impartiality and it tells that how can we administer ourselves fairly? Because as a leader we should administer ourselves in order to perform requirements; and assessment Where do we go down diminutive of our have possession of principles? Like these type of questions has to be developed by an ethical leader.

2. Guider should look at problems commencing dissimilar attitudes.

A senior fellow described that there can be three kinds of dilemmas in any organization. One is to look forward to the momentousness of every preference and endeavor towards make out who is going to be pretentious, with in what kind of conducts. One more come up to have ethical regulations, presumptuous with the intention of the humankind would be a recovered position if populace for eternity helped definite extensively conventional principles (such as influential the genuineness). And final viewpoint accentuates thoughtful, which is comparable in the direction of the fair-haired imperative: How would we in the vein of to be appraised concealed by comparable state of affairs?

3. Superiors can frequently reassemble principled or moral issues or arguments.

A lot of noticeable confusion fluctuations are in point of fact “ confusion fluctuations or dilemmas,” contributing a third pathway so as to abstain the either-or thoughts. If we take an example like, double-dealing with a parent who substance in the direction of a meticulous coursework assignments on spiritual justification, a most important chief or principal might be capable to discuss an substitute project, by this means cherishing educational truthfulness devoid of circumventing on guardian privileges.

4. At long last, privileged individuals have to maintain the practice of mindful indications, anywhere it possibly will show the way them.

Explaining Leadership And Motivation Within The Group

Here I am explaining about a group and how the leader motivates the group.

Here is a brief description about leadership and motivation by taking a group

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as an example. This example is my past experience when I worked in the group during my graduation project work.

We are five people formed as a group and our topic was how to make a successful organization and how individual should work in groups. So we searched a lot books and we collected a number of journals and we read successful manager's autobiographies and we finally came up with a great subject that was a " Belbin's profiles" and in that we found a very much information regarding leadership and motivation in order to get success a group or an organization should make an assembly and they should choose a leader. Here controversy comes in to the group who is going to be leader and how to choose a leader and there we found important key roles to choose a leader.

Those key roles are divided like resource investigator, team worker, plant, complete finisher, monitor, evaluator, coordinator and shaper. So every individual has their own personalities or profiles like explained above. If any individual want to become leader to a respective group he should fulfill all the requirements and achievements of those profiles like resource investigator deals in investigating of resources required to achieve a success of that group or an organization, team worker should maintain healthy relationships among the coworkers and walk on the road with coworkers to get success, plant this role is very important to the team because plant means base to the team or an organization. This role links with every role in the organization, complete finisher is the role deals in completing a project of a firm or a group.

Complete finisher's main duty is to complete the project without loopholes. He gets a copy of the project and starts investigation from plant to every profile's role and eliminates unnecessary factors and includes if there is a need to include a particular concept in order to finish like closed chain, monitor role plays a vital role in the group that is this role duty is to monitor every individual's work from starting the project onwards till closing of the project and he should present a daily base report or feedback to the team workers and to every individuals taking part in the project, evaluator's role is to evaluate the drawbacks or loopholes of the respective project, having healthy relationship with monitor and resource investigator, shaper, team worker. And about shaper this role deals with maintenance, performance of coordinator, monitor, and the structure of the project and team.

So any individual wants to become leader he should have experience in the entire roles and fields which I just explained above and also if any group wants to choose its leader that group should consider all the roles. Because leader and his leadership is everything for an organization or a group and he should have capability to motivate his group.

Key factors to choose a perfect leader

Leader should have the aim on to improve workplace efficiency and also to diminish the minor problems with workplace he should come with his own creative ideas in order to motivate his team. And the successful leader has a goal like in any task to get the work completed and his leadership controls efficiency and by controlling efficiency he gets control on competitive value of service and finally achieves the success

“ Leadership Innovation – Today, fast growing organizations are built on leadership innovation, that is, they are not built by product visionaries but by social visionaries — those who invent entirely new ways of organizing human effort.”

And we have variety kinds of leaderships here like

Visionary Leadership in this decision making management plays an important role because for every success and failure of a management there should be an effective or ineffective decision making skills behind that success or failure. And this decision making visionary leadership puts an eye on work efficiency by moving decision-making responsibility to the frontline and there by achieves an increased efficiency. Efficiency is achieved with limited supervision. To make frontline responsibility effective, leadership must give workers opportunity to develop quality decision-making skills and learn to trust them.

Standard leadership , in this standard leadership leader only concentrates on the employees work like what he said and what is going on their? And what employees are doing to get work done? And workers to be robots to get work done, this is all about leader’s nature in their qualities of making decisions and makes creative quality decisions. “ This is called as command and control leadership. Low efficiency is caused by the disconnect between management and the frontline. Management is busy dealing with problems that affect them while ignoring problems that affect the frontline. Front line problems are only dealt with when they explode into a major problem. K-Mart stores use standard leadership.”

Policies - the style of Leadership is monitored by workplace policies. “

Leaders will adapt their style to the organization priorities and its goals.”

- High efficiency workplaces are based on visionary leadership, where workplace policies authorize decision-making responsibility at the frontline. Limited supervision is needed with worker responsibility.
- Standard leadership is based on man's instinctive desire for control, which is leadership by default. A leader's changing mood controls policy of the moment and no one knows what the priorities are - mood-changing priorities reduce efficiency. Standard leadership requires a high level of supervision.

Elements To Consider

Ethical policies - Ethical policies at the organization's top filter down to the frontline. It is not possible to have unethical policies at the top and enforce ethical policies at the bottom. Leaders' ethical policies become the mindset of the organization. A person with high ethical standards will not stay long in an organization with low ethical standards, they will quit or be fired. A potential whistle blower becomes a threat, yet, this type of person makes an organization efficient. Success of workplace responsibility requires high ethical policies from top to bottom.

Exception to the rule - The military uses command-and-control leadership, yet the troops are highly skilled, motivated and morale is high. This is opposite the statements stated above. The difference - military organizations are team orientated with continuous training. Troops expanding their skills and experiencing capabilities they never dreamed

possible, produces a highly motivated and efficient organization. Learning opportunity and responsibility is the key.