

Charismatic leaders and their influence on supporters management essay



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Abstract

A charismatic leader is the one who influence supporters with a lively, attractive persona, typically through stimulating sayings. One of the great examples of a charismatic leader is Martin Luther King. One way to enlighten charismatic leadership is to compare it with idea leadership. The former is the victory of method over matter as the later is just the contrary. In consideration leadership, matter or substance is ruler! Public follow charismatic leaders nearly despite of the substance of their communication whereas thoughtful leaders contain solid proof to sway public.

The Charismatic Leader collects supporters from stain of persona and appeal, in comparison to any other type of exterior control or power.

It is fascinating to see a Charismatic Leader ' working the room' the way they go from individual to individual. They give so much notice to the individual they are chatting to at any one minute, realizing that individual their importance, as he or she is the most significant individual in this world.

“ Charismatic Leaders give a huge amount of consideration in analyzing and interpreting their surroundings, and they are very fine at judging the nature and behavior of both folks and even of bigger crowd. After that they will try to sharpen their procedures and language to go with the circumstances”
(Conger, kanungo, 1998)

Introduction

Charismatic Leaders apply an ample variety of techniques to handle their figure and, if one is not a charismatic leader by birth, they have to develop

those skills and attitude frequently to enhance their existing skills even. They could create faith in the course of noticeable selflessness and going through personal risks on the behalf of their thinking. They always demonstrate huge belief in their supporters. Most of them are very influential and try making very efficient use of body language as well as spoken language to convey their meanings and thoughts.

Purposeful charisma can be seen and understood in dramatic sense, leader can be seen as 'playing to the house' to develop a preferred result.

Storytelling and making the use of sign and symbol is one the best way to communicate thoughts and ideas.

Politicians are often in a habit of following and applying a charismatic style, as they have to assemble a huge number of followers and supporters. By watching videos, listening speeches of charismatic leaders and seeing the way they communicate, interact with others, one can increase their charisma and it will help in developing their existed skills. Many religious leaders also use charisma as the way to communicate, network and influence their followers.

Charismatic Leaders, those are developing a group, no matters if it is a political group, a religious or a corporate panel, will always concentrate on developing the group that stands apart from the crowd, and it has to be unique and different, with remarkable appearance. The image of this group as an impact on the minds of followers, therefore it has to be presented as advanced and greater than all other groups.

The explanation on top is completely relied on charisma and takes into consideration changeable ethical ways. Most of the other explanations lean to presume a more compassionate belief.

“ There are five behavioral characteristics of Charismatic Leaders that symbolizes an additional transformational point of view: visualization and communication;

understanding to the surroundings;

understanding to the needs of member;

Individual risk taking;

Conducting unusual performance” (Conger & Kanungo, 1998).

“ Charismatic Leaders seek to instill both commitment to ideological goals and also devotion to themselves. The extent to which either of these two goals is dominant depends on the underlying motivations and needs of the leader” (Musser, 1987).

Objective

There can be lot of similarities that exists among the Charismatic Leader and the Transformational Leader and most of the times we will find

Transformational Leaders often are charismatic. Much of the difference lies in the level of their attention and focus. Main goal of the Transformational Leaders is to change the whole organization and to some extent change their

followers on the other hand Charismatic Leaders might not for change of any kind.

“ In spite of their appeal and obvious care, the Charismatic Leader most of the time are fairly more worried with themselves than anybody else. A most common example which can be viewed easily is, when you are communicating with them, it seems like being immersed in a temperate and amusing blush, and they are really very persuasive in that. Yet afterwards, inquire the sunlight about their concentration whether it is transferred somewhere else, you might start to query what they alleged or is there something they were talking about was of some importance or not” (Musser, 1987).

The principles of the Charismatic Leader are extremely important. If these values are planned with good intention for others, they can raise and change whole business. If not and are planned for egotistic and dishonest means, they may produce cults and will in fact cheat the beliefs and trust (and mainly the faith) of the supporters.

Their self-confidence is far above the ground, most of the time they take it as granted that their fall is impossible and the result often is dangerous for the followers, this can even happen when you are getting ample amount of caution from others. Their self-confidence could put them in a neurotic state of mind, in that state their self-importance or want for appreciation and devotion might result as a question mark for their leadership in the eyes of their followers and supporters.

Concept of Leadership

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“ According to most of the people leadership is nothing but holding a prime position, it states that you are initiator and the most influential person. Application of leadership is different at different places; even in corporate world they have different definitions. In simple words leader is the one decides path way for others and persuade them to follow that path in order to achieve their goal. Methods they employ in setting that path and how they persuade public to follow that path is again dependable cause, there are various factors that will be considered on second half of the paper. In order to understand the province of leadership, we need to take a brief note on various theories for example trait theory and Process theory. Together both these theories compile to form charismatic leadership. In order to have the clear understanding of charismatic leadership we are supposed to know concept of leadership” (Northouse, 2007).

One who provides a setting packed of power and optimistic strengthening is often termed as Charismatic Leadership. There are people fortunate enough to be blessed as Charismatic Leader. This is a divinely inspired gift, a naturally gained trait which is tuff to be grabbed or learned.

The role played by Charismatic leaders is to motivate others and to boost up their confidence with the belief that they are the best. All other members in the team and employees often try hard to persuade charismatic leader, so that they do hard to achieve success and goal.

Accordingly we can say that leadership is a procedure through which an individual inspires others to achieve a goal and leads the group in a method that makes it more reliable and balanced.

“ Leaders bring out this procedure by applying their leadership awareness and information. This is termed as Process Leadership” (Jago, 1982). “ On the other hand, we identify that we have qualities that can persuade our proceedings. This is termed as Trait Leadership in that it was once general to consider that leaders were natural to a certain extent than build or made. These two leadership types are shown in the diagram lower” (Northouse, 2007).

Model Explaining Concept of Leadership

Leaders

Follower

Leaders

Leaders

Followers

Leaders

Position

Intelligence

Social

Charm and other traits

Interaction

Trait Theory of leadership

Process Theory of leadership

Pros and Cons of Charismatic Leadership

“ Charismatic Leaders are most of the time considered as the best one with all the qualities of heroism and they are able to use their special charm quality to influence others. Often this charismatic magic result as lucky thing but at times as a pest on the public. But this charisma, this magic, charm can be used for the excellence of a business or country, but also for some illegal reasons. Charismatic leaders are gifted with this special quality and can apply this quality in getting the things done. This can be a tremendously influential method to direct others. In actual, such tough magnetic power can be used to gain control over others that these leaders can force or can persuade them to perform some unexpected things” (Conger & Kanungo, 1998).

Pros of Charismatic leaders

Charismatic leaders are provided with an extra edge of judgment power with the help of which they can easily evaluate the slit that stuck between “ the needs and desires of followers from an organization and what actually an organization is giving to its employees or we can say followers” (Jago, 1982). With this, leaders can easily generate an image of a upcoming situation that everybody trust and rely as according to them that would be surely improved and enhanced in comparison to present environment.

Charismatic leader most of the time define their beliefs, ideas and their dreams using images and similes in traditions that every person can recognize the dream. In the eyes of supporters and followers, leader is the one who acquires the capability to think about the prospect with transparency. And in turn the supporters and followers can also judge or can

assign roles to themselves. They can make positions for themselves in upcoming situations and consider it will be improved than these days.

Because followers too can observe themselves in this upcoming dream, they too provide help in sustaining the objective of the business and ultimately the goal of leaders too. The charismatic leaders are the ones who are responsible for building trust and beliefs among the supporters.

Cons

“ Charismatic leaders attain their dream from resolution and individual compromises. For most of the corporate they are their ideals, more often become their mentors. And, as group share in the dream, they are authorized to make big decisions that can help an organization to attain its objectives and goals. For some supporters this change may become painful and troublesome to the place of work or to them as individually. Some of them can find it tuff to relate or to associate themselves with the vision or dream of leader for the future growth. At times Charismatic leaders depend a lot on their special magic, appeal, attraction and perceived notions - which might be considerably influenced by rumors or harmful media” (Shamir, House & Arthur, 1993).

Halpert's Dimension Model

Charisma

Referent Power

Expert Power

Job Involvement

Halpert's Dimensions of Charisma:

Jane A. Halpert “ conducted a statistical investigation of the special effects charismatic leaders have on group and establish that three proportions are the mainly significant, as revealed in the model. Jane A. Halpert analyzed these 9 hypothesized outcomes into 3 groups or dimensions.

Referent Power: the capability to persuade others because of one's personality and individuality. It includes resemblance of viewpoint, fondness for the leader, and recognition and emulation of the leader.

Expert Power: the aptitude to persuade others because of one's expert awareness, skills or abilities. It comprises of Group member reliance, obedient receiving and agreeable compliance.

Job involvement: Encourages group members to be involved in their jobs which lead to job satisfaction. It includes Emotional participation, heightened goals and alleged skill to add” (Dubrin 2007)

F1: Divinely inspiration

and Positivism

Goal/Objective

Factors

F2: Visionary

F3: Innovative

F4: Assertive

Model Name: Factors influencing the building of Charismatic leaders

Hypothesis 1: Divinely inspiration, positive and compelling quality

makes the successful charismatic leader

CHARISMATIC LEADERS

Hypothesis 4: Assertive talks and decisions make successful charismatic leaders.

Hypothesis 2: visionary power is essential for the successful charismatic leaders

Hypothesis 3: innovative and creative ideas makes the successful charismatic leaders

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The very first factor is the divinely inspiration and positivism. These two factors plays crucial role in making successful charismatic leader, they are responsible for producing new and innovative ideas, thoughts and beliefs. Positive approach and creativity often results in building of successful charismatic leaders. “ Efficient leadership is the result of the process where supporters and leaders can maintain grown up leadership which in turn can be termed as partnership and in result both can enjoy mutual benefits ”

(Atwater & Carmeli, 2009).

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Charismatic leaders are visionary and transformational leaders. These leaders are responsible for change and managing the change in the organizations. They are responsible for setting the visions with the farsightedness capability. With the help of visionary power they generate trust, confidence and respect among followers. They can visualize the future and can mould the things in the organization accordingly. Vision is very important for any organization. Organizations led by charismatic leaders often lead to success.

Innovation and creativity plays the major role in the success of charismatic leaders. Charismatic leaders are creators; they are always with novel views, ideas, and thoughts. They are known to do things differently in a creative manner, which makes them stand apart from others. They are different from crowds they think differently but positively. They have an art of making the things extra ordinary. Their approach, their ways are remarkable.

Charismatic leaders are assertive in their management style. This style of management is meant for charismatic leaders. Assertive management is making the things happen successfully. These leaders are famous of getting their work done on time and in a unique manner them. They are responsible for influencing and inspiring them. They are assertive in way they make others follow their rules and ideas. It is essential for charismatic leader to be an effective leader. In order to be an effective leader you should be creative, innovative, visionary, trustworthy and assertive. They know how to work in teams and how to make teams works towards the direction of goal”

(Friedrich, Vessey, Schuelke, Ruark, & Mumford, 2009).

“ Word charisma is a Greek word means “ divinely inspired gift. In General the term Charisma means to have charming and colorful personality. Charismatic leaders, more than noncharismatic leaders, value and pursue to express the feeling that they are reliable, believable, ethically worthy, inventive, respected, and influential. Charisma is nothing but an extraordinary excellence of leaders whose ideologies, beliefs, and unusual willpower distinguish them from others. This is an encouraging and persuasive quality which makes others to be led by you. It is a special award for motivation and lucid communication” (Dubrin, 2007).

Recommendation

According to me charismatic leader is a strong willed personality, man of action, creativity, positivity, logical and a quick decision maker. Being the leader, he should have the capacity to generate an exclusive individuality of the team that differentiates itself from others. Ultimately with this supporter can easily recognize themselves. Firstly they develop the sense of belongingness. They consider that organization as their own. Charismatic leaders have this trait, the personal charm that they can use to motivate and influence others towards organizational goal. These leaders are famous for being taking big risks for the success of their people. And true leaders even give away their lives for their peoples rights.

Charismatic leadership is no different than life, it also has two sides as the two sides of coins, and there is no difference. The dreadful side is that the leader as the ability to use the grip that he has on public to control them. “ Stalin and Hitler are conventional examples of such leaders. These leaders

have been known to raise themselves beyond condemnation. Still if they are incorrect, no one has the power to confront them" (Howell & Frost, 1989).

Conclusion

The truth is that we are living in a "knowledge obsessed planet where commerce is progressively more a combat of thoughts. The ability to innovate is now an essential source of competitive advantage. This world comprises of "thought leaders" which are the true rulers in every way. Since future supporters, in today's time it's not easy to force someone to attain something with power and authority, every individual believe himself, they rely heavily on knowledge, and unless something is solidly proved with evidence.

But apart from all this, there is always a space for charismatic leaders. The very first reason is that, special appeal and that touching feel will always remain there. Secondly, there are always field's where principles bear more weight than details, for example faith, religion, belief, and politics, so there is always chance for charismatic leader to prevail over huge followings. If we take an example, in political affairs, it is difficult to confirm that one plan will work superior than a different and most of the politicians contain very alike policies, at this time individual charm and impact comes into light.

"In recent time we are in need of leaders those carry their own view point, their own voice and power to take responsibility and to take stand on what they believe is true and right. Alexander the great in every sense was true Charismatic leader. He took the chance and alone crossed the Alps

mountains with his army. Not anything of the kind had happened previous to <https://assignbuster.com/charismatic-leaders-and-their-influence-on-supporters-management-essay/>

this point. The belief, the trust of followers was so strong and rigid that without raising any questions they follow him blindly. Charismatic leadership carries the charisma that has power of attracting others toward you. This quality makes other follow your foot steps, because they believe you, they trust you; they rely on your decisions. Even some of your true followers can give away their life for their leaders. Charismatic leaders are recognized to give importance to what their citizens suffer and for what they crave for. These leaders are known to constantly re-innovate themselves with the aim of improvement. The main point is to understand your environment and its requirement. And than employing intelligence and knowledge to convey your messages using body and verbal language style” (Howell & Frost, 1989).