

Everyone's Smart University

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Choosing Suitable Leaders

1. Introduction:

Organizations, government, sport teams ...etc. tends to acquire the most qualified and talented leaders to lead, inspire and direct the team and achieve the goal and objectives with the best outcome possible. How to pick the best leadership that supposed to surpass and exceeds the entity's projected goals and objective is the key behind every successful entity. The leadership style varies from one place to another based on many factors that will be mentioned later on this research.

Leadership in general is the map that shape the cultural of the entity most importantly to inspire teams to do the best while espoused to the proficiencies they face when dealing with their leaders to achieve a common goal that will benefits both the organization and the employees.

leadership is meant to be concerned about the ability to make strategic decisions by using talents such as communications, motivation, interpersonal relationship, emotional maturity, and decision making to achieve the entity objectives.

2. Literature Review:

Researchers has shown that organizations nowadays focus on the leadership style they acquire to lead teams due to the fact that the organization believes that the style of leadership is relatively impacts the achievement of organization's objectives. On the same hand, to make a change organizations are willing to change their leaders to reach the changes required and influence its employees to adopt to the new leadership style which is anticipated for much better outcomes when the leader is offering different leadership style.

Evaluating the leadership style can be based on the general anticipation of what each style is known for. However, it is not that easy to acquire the leadership style that best suit the organization without considering the team they will be working with to achieve the common goals. Therefore, it is mandatory for any entity to understand the dynamic of the team and job requirements that will be assigned to the leader before hiring the leader in order to avoid creating conflicts that could results in harming the harmony of the teams which could results to deficiency to meet the organization's objectives.

2.1 Examples of Leadership Styles:

A. Transformational Leadership:

The Transformational leadership is the leadership that mainly concerned about making a valuable change where internal values and beliefs are main character of the leader. This type of leadership is very infectious as to followers mainly because it is related to making a positive impact

B. Laissez Fair Leadership:

The definition of Laissez is known as the hands off. This means this is the leadership styles that best work in an environment where very talented and skilled team members are handling their work very well. In addition, this leadership styles generally are meant to talented people with no need to influence others to do their intended job as they are working together. Generally, policies and procedure are not that restrict compared to other leadership styles.

3. Methodology:

A qualitative research is the methodology adopted in this research. Qualitative researches generally study fewer respondent [1]. Although the qualitative is the approach was adopted to this research we need to take into consideration that each cultural has its own rules therefore each organization has its own requirements that best meets its needs.

Leadership over human being is exercised when people with certain purposes mobilize in competing or in conflict with others, institutional, political, psychological and other resources so as to arouse and satisfy the motives of followers [2].

4. Results and Conclusion:

Although organization are convinced that acquiring the right candidate (leader) could be based on the harmony of the teams and some other anticipated requirements, it does not necessarily apply in every organization. In addition, to pledge a set of list to the process of picking the right leader is not suitable due to the fact that many variables should be taken into account such as the culture, objectives, and expertise of the organization.

Leadership as mentioned earlier is a dynamic relationship based on “mutual influence and common purpose between leaders and collaborators in which both are moved to higher levels of motivation and moral development as they influence others through action to accomplish an objective” [3].

5. References:

1. Leedy PD, Ormrod JE. Practical Research: Planning and Design. 9th Edition. Prentice Hall; 2009.
2. McGregor D. The Human Side of Enterprise. New York; McGraw-Hill, 1985.
3. Freiberg K, Freiberg J. NUTS! Southwest Airlines' crazy recipe for Business and personal success. New York: Bard Press 1996.