



BUSINESS AND MANAGEMENT

LEADERSHIP FOR A NEW AGE

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Duties and Responsibilities of an Ideal Leader

According to Marturano(2003), it is essential to understand that the changing organizational dynamics and the agility that companies require today has helped them in moving away from the traditional way of having a person as a leader to having a group of people that can act as leaders at any given point time. The wave of digitization has led organizations to become flat which has passed down authority to employees instead of keeping it with the managers. This has led to a change in the way leadership works. Today, anyone in the organization can act as a leader by leading people towards the right path and helping them in resolving issues.

An ideal leader has very sophisticated standing in the minds of the people. Someone who comes dressed in a professional suit and does not speak until needed to. There are numerous people around him/her trying to get his/her attention. However, today the role and the psychological images attached to an ideal leader has started changing. We see small entrepreneurs turning into leaders with their casual attitude. These are people that lead business and technology companies to success without even being aware of the qualities that they possess. This report aims to identify the responsibilities and duties of an ideal, instead of the qualities he/she has in order to be able to showcase that a leader can be anyone and anywhere. It is the sense of responsibility that turns an average employee into a leader.

Following are the main responsibilities and duties of an ideal leader:

Motivator

One of the most important responsibilities of an ideal leader is to induce motivation in its employees. The leader is the visionary and gives direction to the company. It is his/her responsibility to be able to transform a written statement or an idea into a vision that is able to

motivate people and guide them through various decisions and tasks that they undertake. The leader shows employee how a certain vision can lead them towards a better future that might not have been able to reach without the presence of a vision. The motivation that a leader provides to employees might be intrinsic or extrinsic. It is important for the leader to be able to reach all the employees of the company and develop a mix of intrinsic and extrinsic motivation that is able to provide satisfaction to employees coming from diverse background and having different needs. A leader who is not able to understand that some employees need to be praised while others need to be compensated in monetary terms will be able unable to motivate the employees as he/she lacks the basic understanding of the people working in the company(Pam , 2010).

It is also essential to note that the environment of the office, its work culture and the interaction between employees and managers also play an important role in determining the motivation level of the people in an organization. Hence, it is responsibility of the leader to design the culture of the company in such a way that motivates people and allows them to concentrate on their work while having an environment that allows them to easily interact with other people and think clearly. Many companies establish separate think tanks where an employee can go in case he/she needs to think alone or in groups. This is a place that has a unique environment which is conducive to clearer thinking so that employees are able to come up with innovative ideas for the organization.

Becoming an Example

A leader does not always has to be speaking and telling people what to do as if the leader only speaks and does not act on his/her teaching then employees will start doubting the leader . This will lead to dissatisfaction and demotivation. Hence, it is important that leader not only speaks

but also acts on all the things he/she demands from the employee. This means that is the leader wants employees to come at a specific time then the leader must be willing to do the same. The leader should also be present at that specified time. Many leaders even prefer being earlier than the rest of the employees. They believe that the employees will only be willing to put in extra effort once they witness that the leader is also putting in that extra effort. Hence, they come early and stay late. Focus on their work as much as possible and try to be the first one to come up with innovative ideas. This is the essence of leading with example. Leaders who are unable to lead by example often tend to have a lower tenure as employees are quick to dismiss their authority (Stogdill, R , 1974).

Developing goals

It is the responsibility of a leader to be able to set companywide goals. This does not have to be a managerial practice instead the leader should look at the vision and then determine an achievable high level goal that the company might be able to achieve in the given time period. This goal will then be passed on to employees and they will be required to break it down to smaller and achievable goals (AG,1998). This is a practice that will help the company in moving towards its goals without burdening the employees as they have a say in what sort of goals should be set and what is the best method through which these goals can be achieved. In many companies, leaders tend to take excessive control of the situation this leads to them going into the nitty gritty and deciding all the goals that each employee will achieve. This has a negative impact on the motivation of the employee because being the floor staff they understand the customer better and are able to easily divide the goals in a manner that is efficient and effective. Leader generally do not have enough information about the on ground activities and this leads them to over or underestimate the goals. Hence, for an ideal leader it is essential that he/she delegates authority

and is willing to just give a high level point of view. He/she directs people into the right pathway and then allows them to decide on the best means to reach their goals.

Getting Results from Your Team

There seem to be five characteristics that an ideal leader need to foster throughout the player development phases. According to Brian Tracy, the degree you achieve this before you begin to work will determine your achievement as a team leader and the team's accomplishment. These includes the following:

1. **Attributes in common:** You can promote this performance by inquiring "What are our ideals?" or "What do we hold for?" Individuals will make a contribution the principles that they consider to be the most essential. You or anyone else can publish them on a flipchart like they do. Typically, the values should be something like: competence, greatness, performance, people that care, profitability, and unity.
2. **Mutual goals:** Everybody has to take the trouble to address the actual justification for team setup and the anticipated principal outcomes. The bigger picture can be seen through leaders. They're perfectly clear on what they want to do and what it's going to be looking like. They have the ability to explain this ambition in the mind and heart for others and to work together during harmony towards the realization of that vision, regardless of their race or personality.
3. **Activities in common:** Everyone understands what they will be meant to help meet the goals and goals of the team. They also think highly to be done by each certain member. All the research is sharply divided among the staff members, and they all know their role in the economy.

4. **A home team leader of the action:** For all the others, you become the role model. You're going out in front. You are constantly searching for ways to render their job easier for your team members. You assume full accountability for accomplishing the overall objective. You begin a little sooner, you work a little harder, and a little later you remain. You set your time with careful objectives and always function on your tasks with the highest value. You never ask someone to do something you're not going to do on your own. You always placed yourself in front of you and go in every scenario to bat for your people. You're a leader because you're always leading.
5. **Members who assess their advancement continuously:** They also ask themselves, "How can we do, and how can we do better?" They ask their customers for ongoing input and assessment when they manufacture or sell products on the marketplace. They set unbelievable requirements of excellence and strive to be nicer constantly.

Conclusion

Hence, it can be concluded that an ideal leader is a person who understand his/her responsibilities and tries to fulfill them. Leaders of themselves as winners instead of survivors of conditions. If something went wrong, they don't disparage or keep blaming others. Rather, they concentrate on the alternative, what can be performed. They are strongly focused on action. They are moving constantly. They're trying something, maybe something else, and something else. They're don't ever give up.

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