

Essay on Leadership # Importance of Leadership

In today's changing world, fear and uncertainty prevail in business organizations. There should be an atmosphere of trust and understanding between leaders and stakeholders of the company for the smooth running of the business. Leaders play important role in shaping the culture and ethical agenda of the organization.

Leaders realign their organizations with employees, customers, shareholders, suppliers, regulators, and the communities in which they operate. Leaders cannot operate in isolation and groups cannot do away with leaders.

Leadership is important because of the following reasons:

1. Task support:

Leaders support their followers by assembling organizational resources and help them accomplish their tasks and meet the standards of performance.

2. Psychological support:

Leaders help followers accomplish organizational tasks. They promote followers to work with zeal and confidence. They make followers realize their capabilities and guide, counsel, and coach them whenever necessary.

This promotes the morale of employees and healthy interaction amongst members of the group. This also develops disciplined thinking in the organization, productivity, growth, and stability.

3. Develops individuals:

The willingness, enthusiasm, and confidence that leaders build in the followers for the accomplishment of individual and organizational goals result in their growth and development.

4. Builds team spirit:

No individual can work alone. Leaders develop team spirit amongst followers to work collectively and coordinate their activities with organizational activities. A leader works as captain of the team. He develops understanding amongst followers, resolves individual and group conflicts, and harmonizes individual goals with organizational goals. He creates forces of synergy and converts the individual output into collective output.

5. Motivation:

Leaders motivate employees to take up challenging jobs. They combine the ability with a willingness and drive people to action. They exploit their potential to work and convert their desire into performance. They also develop commitment, loyalty, and dedication amongst the followers and create an environment conducive for their development.

6. Provides feedback:

When people work towards well-defined targets, they want feedback on their performance. Leaders provide them this feedback. They guide them to continue to improve their results by correcting deviations in their work performance.

7. Facilitates change:

Effective leaders convince members about the need and benefits of organizational change. The change process can be smoothly carried out by overcoming factors that produce resistance to change.

8. Maintain discipline:

Leadership is a powerful influence to enforce discipline in the organization. It can enforce formal rules and regulations. Members follow rules with commitment and loyalty if leaders have confidence in them. Leaders promote teamwork, change their attitude towards work, develop good human relations, facilitate interaction amongst members, and maintain discipline in the organization.