

# Why Leadership In Management Is Important?

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*Abstract- The leadership style is the manner of providing direction, implementing strategies and motivating individuals towards the attainment of the desired objectives. The researchers highlighted diverse importances / style to leadership that are based on different assumptions and theories. Leaders are made, not born. Leadership is a science, a set of skills that can be taught, learned, and practiced. Today's business climate demands that manager be leaders and that they must be taught human and interpersonal skill along with their technical skill.*

## I. INTRODUCTION

Leadership is a technique which outline the group and organisational goals, assists in describing the groups or organisational culture and then stimulates behaviour towards the realisation of these goals. In order to be an effective leader, the person must possess the ability to promote changes. Motivate the members of the team and lead towards the accomplishment of the common goals. It is a process of forming a surrounding where other can self-actualise, while carrying-out their work. Effective management cannot take place without effective leadership. Leaders are the individuals, who not only foresee the changes, but also seek to persuade the employees regarding the need for change.

Leadership is a process by which an executive can direct, guide and influence the behaviour and work of others towards accomplishment of specific goals in a given situation. Leadership is the ability of a manager to induce the subordinates to work with confidence and zeal.

Leadership is the potential to influence behaviour of other. It is also defined as the capacity to influence a group towards the realization of a goal. Leaders are required to develop future visions, and to motivate the organizational members to want to achieve the visions.

## II. ELABORATIVE APPROACH



Figure 1.1

## III. FINDINGS

- 1) Initiates action: - Leader is a person who starts the work by communicating the policies and plane to the subordinates from where the work actually starts.
- 2) Motivation: - A leader proves to be playing an incentive role in the concern's working. He motivates the employees with economic and non-economic rewards and thereby gets the work from the subordinates.
- 3) Providing guidance: - A leader has to not only supervise but also play a guiding role for the subordinates. Guidance here means instructing the subordinates the way they have to perform their work effectively and efficiently.
- 4) Creating confidence: - Confidence is an important factor which can be achieved through expressing the work efforts to the subordinates, explaining them clearly their role and giving them guidelines to achieve the goals effectively. It is also important to hear the employees with regards to their complaints and problems.
- 5) Building morale:-Morale denotes willing co-operation of the employees towards their work and getting them into confidence and winning their trust. A leader can be a morale booster by achieving full co-operation so that they perform with best of their abilities as they work to achieve goals.

## CONCLUSION

Both management and leadership are essential for organizational success. If an organization has strong management without leadership, the outcome can be stifling and bureaucratic. Conversely, if an organization has strong leadership without management, the outcome can be meaningless or misdirected change for change's sake. To be effective, organizations need to nourish both competent management and skilled leadership. Organizational effectiveness is dependent upon both capable leadership, and sound management.

## REFERENCES

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## APPENDIX

Figure 1.1

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