

THE PRINCIPAL FACTORS OF LEADERSHIP

I was going over cautiously this afternoon over sets of documents old notes that I kept in leadership. It delved about four factors of leadership that I would want to share, to wit:

- Leader

One must have an honest understanding of who s/he is, what s/he knows, and what s/he can do. Also, notably, it is the followers, not the leader or someone else who determines if the leader is successful. If they do not trust or lack confidence in their leader, then they will be uninspired. To be successful, a person has to convince the followers, not him/herself or superiors, that s/he is worthy of being followed.

- Followers

Different people require different styles of leadership. For example, a new hire requires more supervision than an experienced employee does. A person who lacks motivation requires a different approach than one with a high degree of motivation. One must know his/her people. The fundamental starting point is having a good understanding of human nature, such as needs, emotions, and motivation. One must come to know the totality of employees or followers, most particularly in terms of attributes.

- Communication

One leads through two-way communication. Much of it is nonverbal. For instance, when s/he “sets the example,” that communicates to his/her people that s/he would not ask them to perform anything that s/he would not be willing to do. What and how a person communicates either builds or harms the relationship between him/her and the employees or followers.

- Situation

All situations are different. What a person does in one situation will not always work in another. S/he must use his/her judgment to decide the best course of action and the leadership style needed for each situation. Also, it has to be noted that the situation normally has a greater effect on a leader's action than his or her traits. This is because while traits may have an impressive stability over a period of time, they have little consistency across situations.

Various forces will affect these four factors as for instance:

- A leader's relationship with his/her superiors
- The skill of the followers.
- The informal leaders within the organization
- How an organization is organized

(by Dr. Fil with Nget Sokla)