



## Essentiality of Leaders- “Boss says GO where Leader says LET’S GO”

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### ABSTRACT:

A leader is one who knows the way, goes in the way and shows that way to others. The leader is a person who experience first the odd rules and then guides other to follow because of the act success been achieved. Leader also acts in a heritage. He is the person behind every success. Considering this to business aspect Leadership does not belong to those at the top of the organizational hierarchy, nor does it only apply to people who have commonly consider the qualities of leadership. It's also important to make out that leadership is not a singular skill, in reality, it's an accumulation of skills (most of which can be developed through experience and training) that are uniquely influenced by an individual's personality and background.

So a business leader is the one who balance between business foresight, performance, and character. It includes vision, courage, integrity, humility, and focus, along with the ability to plan strategically and catalyse cooperation amongst their team.

### **Key words: Leader, Leadership, Qualities of leadership, Duties of leader**

Leadership is the act of guiding a group of people or organization to a desired goal, result, or higher level. Leadership can mean many things to different people. One good definition of an effective leader is "a person who does the followings:

1. Creates an inspiring vision of the future.
2. Motivates and inspires people to engage with that vision.
3. Manages delivery of the vision.
4. Coaches and builds a team, so that it is more effective at achieving the vision."

As per the above meaning every business need leaders at every level to help promote business goals and encourage company culture. It's also about being able to make decisions in favour of the bigger picture or the organization's goals, rather than for their own gain. So to that person must be an effective leader, who consistently interacts with the staff, colleagues and clients to achieve goals. Great leaders don't force collaboration – they invite it. As Apple's Steve Jobs once said, "Leadership is about inspiring people to accomplish what they thought they couldn't do, whereas management is about persuading people to do what they never wanted to do."

In this regards the leader must and should possess a qualities like:

1. **Vision:** One of the greatest quality any leader can have is vision - the ability to see the big picture of where the organization or team they are working within is headed, what it's capable of, and what it will take to get there. Leaders who can do this help employees understand and align their work strategically and engage with their work more meaningfully.
2. **Inspiration:** Equally as important as having a vision is the ability to convey that vision to others, and get them excited about it. This means maintaining a positive yet realistic presence within the organization helping team members stay motivated and engaged, and remember what it is that they are working for.
3. **Communication:** Communication can make or break person's efforts to connect with the team, manage and coordinate initiatives, and build trust within the organization. Good leaders communicate with an employee-first lens. They communicate based on the needs and preferences of their team members and seek to listen to and understand the employee experience.
4. **Empathetic:** The nature of building trust, confidence, and engagement among the team the leader must be empathetic. As empathy is the ability to perceive and relate to the thoughts and experiences of others. Leaders who operate from a place of empathy, understanding, and compassion establish stronger connections among their employees and improve performance across the board.
5. **Amenable:** Good leader is an amenable person and are always working to improve and progress. They are never satisfied with the status quo. Accountability and continual improvement require a commitment to seeking and acting on feedback, learning from mistakes, and course

correcting. Responsibility includes communicating plans, setting expectations, and following up on promised actions. This nature strengthens culture, inspires excellence, sets expectations, and builds trust—not only in leadership but among the team.

**6. Showing gratitude:** A grateful leader is a powerful leader. Gratitude breeds positive interactions and connection, increases engagement, and builds resilience. Grateful leaders understand that success is a team effort and they make sure to recognize the work and contributions of their team. Good leaders make a point of showing gratitude and recognizing the work of their employees by:

- a) Complimenting or appreciating the works of employees.
- b) Celebrating wins
- c) Listening to employee feedback and addressing needs
- d) Acknowledging employee contributions in private and in public

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### **Duties of leader:**

A leader must follow multi-faceted job requiring experience with planning, time management, and an understanding of company values and goals. Hence the leaders are been considered as “High Potential Employees” of the organisation’s.

The importance of organizational leaders is bolstering teamwork, promoting cooperation, and setting reasonable goals by making the most of the unique skill set found in their team. As they are the one who

- Trains new hires.
- Communicate in a transparent and constructive manner.
- Encourages the staff to collaborate so that the business can profit.
- Obtains input and settling disputes.
- Enables each employee to realise his or her own potential and advance within the organisation.
- Acknowledge good conduct.
- Identify ineffective techniques or procedures.
- Modify undesirable behaviours.
- Team members are being watched over without being micromanaged.
- Create timetables to accomplish goals.
- Create pleasant work.
- Rewards accomplishments.
- Share ownership for successful outcomes.
- Accepts accountability for unsuccessful results.
- Makes the employees to adjust for the organisational changes and guidelines.
- Bring up issues or suggestions to management for the future success.

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### **Leader are manager and Manager are leaders:**

Leadership and management may seem to be different, but in reality they share many qualities. If a manager is a good leader, their workers will be willing to follow their lead, they will trust them, and they will have a more positive work experience.

While leadership and management are a little different, you can play to the strengths of both of these and be a manager who leads employees successfully. Small business owners and entrepreneurs often have to walk the line of being both a leader and a manager, and management should work hard to try and also have great leadership for the people who work under them. Combining the qualities of both of these roles helps managers and leaders be more impactful. Therefore, leadership and management must go hand in hand. As they are closely linked and complementary to one another. Any effort to separate the two within an organisation is likely to cause more problems than it solves.

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**Conclusion:**

Leadership is all about building a vision for people to follow. They inspire and direct with authority and intelligence. They help people feel confident and excited to follow their lead. But in reality Leadership needs to go hand in hand with management, as one without the other rarely results in success.

So Good leadership is about more than just managing tasks and tracking performance. Leadership means going ahead and paving the way for the team where in the Leader who practice gratitude in small and big ways can make a meaningful impact on employee engagement as well as a leader being manager is about making sure the day-to-day operations are being performed as expected and achieve the desired result of the business in time too.

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