

## LEADERSHIP QUALITIES – A CONCEPTUAL STUDY

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### ABSTRACT

The business world today needs leaders. Ordinary person who does the extra-ordinary thing, has capacity to lead the people. A leader is one who guides and directs other people. Such persons give put in efforts and motivate people. A leader should be a person of integrity and leads a selfless service to the humanity against avarice and amazing wealth. Being a concept paper, it explains the qualities needed for a leader.

**KEYWORDS:** Leadership, Qualities, Motivation

### INTRODUCTION

Leadership is the ability to develop a vision that motivates others to move with a passion toward a common goal. "Leadership is a function of knowing yourself, having a vision that is well communicated, building trust among colleagues, and taking effective action to realize your own leadership potential" by Prof. Warren Bennis. This definition clearly portrays who is a leader.

“On every hand today the cry is for more and better leaders.”

“What industry needs now is not bosses but leaders.”

**Quality:** It can be divided into two categories

- Inter personal quality and
- Intra personal quality.

### INTER PERSONAL QUALITY

#### Managing Self

No one can give you better advice than yourself. So **SWOT** analysis is important that means Strengths, Weakness, Opportunities and Threats.

### FACTORS DETERMINING SELF ESTEEM

**One's Nature:** From the time of birth, people are influenced by their predispositions about persons and things.

**One's Nurture:** It refers to shaping ones personality. Significant factors are family, social and economic status, education.

**One's Locus Of Evaluation:** It refers to evaluate one's worth. It is either external or internal.

## **SELF TALK**

Self talk is comprised of one's thoughts, beliefs and attitudes. If it is positive and healthy then one will have a favorable self esteem.

## **WAY OF THINKING**

- Clear with your vision, mission, and objective.
- Establish a connection between delivered to the people.
- Beware of your today's issues and problem.
- Filling the gap between where are you now and where do you want to go in the future.
- Maintain the position and like to hold in the future.

## **HOW TO FACE THEIR CHALLENGES**

- Encourage young people to evaluate their performances.
- Help to generate new strategies for achieve.
- Measure their progress and accomplishment regardless of their varying abilities and levels of experience.
- Challenges will always create opportunities , but you can only find them when you start to see challenges as opportunities.

## **INTERA PERSONAL QUALITY**

### **Developing Human Resource**

- Developing the employee contacts with who may have more information.
- Discovering job leads or opportunities that exist in field.
- The human connection is the key to personal and career success.

### **Team Building**

- Establishing clear aims.
- Starting the process in a modest way.
- Communicating the concept.
- Ensuring agreement.
- Building realistic time schedule.
- Consulting widely and genuinely.

### **Process to Making Decision**

- Analyze the idea about problem is only be solved through a decision making.

- To know his/her boundary level to making decision.
- Before taking decision what the right thing to do is.
- Review the decision into action.
- If any Conflict don't find fault. Find a remedy.

### **Leadership Communication**

- Information not only pass but also pose questions .its help to positive change.
- Language must be clear to communicate.
- A leader should think objectively and help others to have the same.
- Focus of communication should be based on the future, not the past.
- The communication aim to long term benefit.

### **HOW TO IMPROVE YOUR LEADERSHIP SKILLS**

- Reflect and identify the skills for need to lead effectively and create your action plan to develop them
- Ask for feedback from work colleagues, line managers, tutors, your 'followers'
- Practise! Take on responsibility (work, volunteering, clubs & Societies) and reflect on your performance
- Find a mentor – learn from positive leadership role-models
- Attend further leadership and management training.

### **CONCLUSIONS**

I conclude that people need not be a boss. They really need a good leader. Effective leaders believe passionately in their goals. They have a positive outlook on who they are, and they love what they do. Their passion for life is a guiding star for others to follow.

**“To be without leaders, to obey no one, is unworthy of man: it is to be like the animals.”**

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