



Leadership Styles & Development

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Abstract: In this paper I would like highlight the major role of leadership in all business. And also how to development leader skills. Now days various styles are following by the business leader and they are getting good achievements. But in the 20th Century a big competition is going, so how to handle people and technology is major task in all industries. And also social leader are proved their leadership styles in various situations. The leaders only up lifting the organization. Now days all IT & Service sector companies are looking to every employee must have leadership qualities, some companies are making to employee will become a leader

Keywords: competition, leader Development, qualities, style technology.

Introduction The meaning of Leadership is an action of leading a group of people or an organization, or the ability to do this. Leadership is inspiring others to pursue your vision within the parameters you set, to the extent that it becomes exchange effort, a shared vision, and a shared success Leadership has nothing to do with seniority in the company. Many people talk about a company's leadership is the senior most executives in the company. They are just senior executives. Leadership doesn't create automatically when people reach a certain level. We Hope that they have, but there is no guarantees.

Leadership has nothing to do with titles: Similar to the point of that, just you have a 3rd-level title; it doesn't automatically make you a "leader." In all of my words I point to the fact, that you don't need a name to lead. In fact, you can be a leader in your place of worship, your neighbours in your family members, all without having a name. Leadership has nothing to do with personal attributes. Say the word "leader" and most people thing of a domineering, getting-charge charismatic of an individual. We often think of icons from history like General way or

President US (Lincoln). But leadership isn't an adjective. We don't need extroverted charismatic qualities to practice leadership. And those with charisma don't automatically lead.

Leadership isn't management. This is the important concept. Leadership and management are not equal. You Good for you, hopefully you are a good manager. Good management is necessary. Managers need to planning, measuring, monitoring, coordinate, appraisal, solve hire, fire, and so many other things. Typically, managers manage *things*.

Leadership styles:

Laissez-Faire: A laissez-faire leader lacks direct supervision of employees and fails to provide right feedback to those under his supervision. Highly trained and experienced employees requiring low supervision fall under the laissez-faire leadership style. However, not all employees possess those characteristics. In this style of leadership thesaurus the production of employees needing supervision. The laissez-faire style produces supervision efforts from managers, which can lead to poor



production, lack of control and increasing wastage of costs.

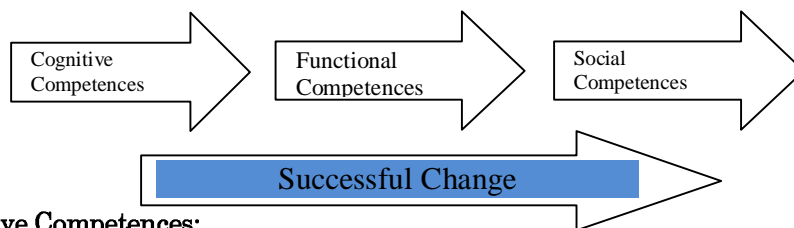
Autocratic: The autocratic leadership style directs the managers to take decisions alone without involvement of others. Managers have total authority and impose their will on employees. No one challenges the decisions of autocratic leaders. Many of Countries operate under the autocratic leadership style. These leadership styles provide benefits employees who require close supervision.

Participative: all so know as the democratic leadership style, participative leadership values are the input of team members but the responsibility of making the final decision rests with the participative leader. Participative leadership is encouraging the employee morale because employees take contributions to the decision-making process. When a company necessary to take changes within the organization, the democratic leadership style helps employees accept changes easily because they play a important role in the decision making process. This style gives good actions when companies need to make a decision in a short period of time

Transactional: Managers handling the transactional leadership style receive certain issues to perform and provide rewards or punishments to employee based on performance result. Managers and team members set programmed targets to gather, and employees accept to follow the direction and leadership of the manager to accomplish those targets. The manager has power to review outcomes and train or correct employees when the employee fails to meet targets. And Employees take rewards, such as monetary befits, when they accomplish target goals.

Transformational: The transformational leadership style is on high levels of communication system from management to meet target goals. Leaders are motivating employees and improve productivity and efficiency through communication and highly visibility. This style of leadership requires the involvement of management to meet targeted goals. Leaders are concentrating on organization and delegate smaller tasks to the team to accomplish targeted goals.

Leadership Competences for Effective Change Management



Cognitive Competences:

Creativity Self Reliance Problem solving skills, Analytical Skills conflicting Thinking, Future orient Good consultation

Functional Competences:

Communication Skills Technological knowledge and Skills based Career planning Skills ,Managerial abilities well-



built Decision Making abilities of Knowledge

Social Competences

Interpersonal Skills, Team operational abilities Cross enriching abilities Flexible to others Stress Management Capabilities Motivational Skills Ethical Skills combination Skills

Successful Change

Increase in Productivity boost in Relationship Quality Strong assistance Strengthen Organizational traditions and Climate Employees satisfaction decrease no of Conflicts



Talent means the ability that someone has quite logically to do something that is hard. Someone who has talent is able to do something without trying tough. It is an capacity that someone is in the birth. It is a high degree of ability or of aptitudes. Talent Leadership is a top-ranked in the emerging world business .the capacity to achieve extra than imagined by thinking and acting beyond boundaries mission for the achieving the targets.

The best learners build the best leaders. We must train people how to learn leadership from life experiences., "influence to the People," we disagree that learning leadership is a purpose of how people approach, go through, and imitate on developmental experiences — a process we label "attentive assurance,"

Talent Leader- Outcomes

Successful organizations nowadays have leaders at all levels of organization. Leadership is about actions, not title or position; and one of the most significant roles a leader can play is in hiring, attractive, developing and retaining top talented employees.

Make the conversion to Managing Others: The value that a executive brings to an organization is the performance of the employees that he or she manages; it is no longer the individual assistance of the manager that counts. This is not an easy personal evolution to make because it enters unsure and unfamiliar grounds, but there are tools and techniques that can assist speed this critical evolution both for the manager and the organization.

Connect Each Employee: A decade of research reports the significance of engagement but managers do not know



how to improve commitment levels of their employees. Increasingly, managers are being held responsible for engaging and retaining top talent people, and they are frequently at a loss for how to do this. Learn powerful yet simple tools and practices that can have a quantifiable impact on employees and the organization.

Architect Learning Experiences: The place of work is the most powerful knowledge laboratory, and the managers know how to use this valuable resource to further develop their employees. Understand how different training strategies and place of work experiences can shift employees from their comfort zone to their learning zone.

Recognize Excellence: Talent leaders have a powerful tool in the organization that can help to change organization culture, for achieving the mission of the organization. Both proper and casual recognition programs are very effective ways to build behaviour and reward exemplary performance. Helpful techniques such as the recognition log can help to go forward the behaviour of individuals and organizations.

Unleash excitement: Many employees feel fixed in their careers and that their strengths are not being utilized in their existing roles. This sense leads to an separation and unfriendliness from the company and what it is trying to reach. Learn about ways to maximize people's strengths, optimize their impact, and look up line of sight to the organization's mission and progress from a job to a career to a calling.

Senior leaders who want to create a culture of talent development:

Time: It's limited, and urgent tasks have a bent to consume it. Leaders who aren't efficient in their priorities will be focus to day by day crises that get in the way with activities that are part of a long-term asset in employee

Focus on perceptible skills. As leaders go up to more elder positions, it's natural to feel like they need to display strategic thinking, strong business sharpness, and effective P&L management — clear skills that catch people's attention. Building talent, on the other hand, is less evident and has a long-term payoff

In this article, eight senior experts who walk the talk with effective practices in talent management generously agreed to share their experiences with us. Similarities and differences in execution offer valuable lessons. All emphasize the importance of strong, supportive leadership and caring performance cultures. All are striving for a consistent fit between their chosen tactics and the culture they are working to achieve. All apply, in varying degrees, consistent, scientifically proven approaches to measure success. These measures will be discussed below.

Perform as a role model. Be clear about your own need to learn and develop and share how you're intelligent to do it. Embrace openness: leaders are never more powerful than when they are shown to be knowledge.

Strengthen the value of learning. Go ahead of the baseline conversation about goals. Ask about what they want to achieve and what they feel their gaps are. When someone completes an task, celebrate both the result and the learning, especially if the task wasn't completed as smoothly as everyone would've liked.



Construct sustainable processes to support development. Managers should be expected to train and develop their employees. At a minimum, everyone knows what areas they need to progress, and for those with particularly high prospective, career tracks are developed that give them a sense of where they can go inside the organization.

Strengthen shared values. Employees should be able to relation their everyday tasks and responsibilities to the values in the organization. Employees need to be aware of why what they do is important.

Influence problems as opportunities for real world learning and development.

What's an acceptable failure needs to be clarified and that mode, by incorporating extend assignments, employees can look for out challenges where they can develop without feeling like mistakes will set them back in their career or expose their job. Learning organizations see problems as opportunities.

From Mahatma Gandhi and Winston Churchill, to Martin Luther King and Steve Jobs, there can be as many ways to lead people as there are leaders. Fortunately, businesspeople and psychologists have developed useful frameworks that describe the main ways that people lead. When you understand

these frameworks, you can develop your own approach to leadership, and become a more effective leader as a result.

Conclusion: So Leadership play an important role in any industries and also leader will uplifting the organization next level. Common man will become candidate and he will become a employee and after employer due to this line each and every stage the leadership qualities are Continues developing by the stage by stage. Some of companies are taking into challenge like Employee will become a Leadership skilled person (Donkey will become a Horse)

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