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LEADERSHIP ONLY CAN LEAD THE ORGANIZATION TOWARDS IMPROVEMENT AND DEVELOPMENT

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Abstract : This paper is explaining that how only leadership is responsible for sustainable improvement and growth and only it can lead the organization towards improvement and overall development. Leadership and its effectiveness are discussed in this research work and also how leadership is a different way of the success of the organization and different from the traditional management to create true work-culture and good-will of the organization in the social scene. Leadership is only responsible in bringing positive and negative change in the organization; if the leadership doesn't have the concern in the organization, the organization will not be able to lead in the right direction towards improvement and development.

Keywords -Development, good-will, Improvement, leadership, Management, Work culture

INTRODUCTION

The world is coming together as one due to the rapid growth of the economic environment as well as the emergence of the internet. But, ultimate results great competitiveness among all organizations. To sustain in the competition organizations have to serve products with better quality at minimum cost and have adopted various strategies to be flexible to face the continuous development in the market. Other than that, the current competitive scenario expects the organization to make changes to cope up with the quick changes in the market and strategies. On the off chance that the organization neglects to accept changes of the market ultimate result will be non-survival in the competition and will confront disappointment in their vision and mission. Only Leadership is accountable for giving an unmistakable vision and a deliberate method to powerful accomplish that vision, for if there is no initiative there is no improvement and development in the organization.

I. EFFECTIVENESS OF LEADERSHIP

Leadership is quite possibly the most fundamental pieces of the general technique for an association to support their business despite issues brought about by the fast development of the financial climate. Leaders are the person who controls and assumes responsibility for the activity of an association and great pioneers can set idealistic objectives and targets while guiding the activity of the organization towards those objectives through powerful methodologies. Other than that, great pioneers can likewise impact their subordinates and spur them by fortifying a positive work culture and through liberal worker benefits, for example, medical care protection, specialist remuneration, leave advantage and others.

Good leaders likewise must utilize their abilities and experience to viably and proficiently manage their great move even with a dubious future and to diminish the sensations of frailty in their subordinates brought about by that susceptibility of the future.

Leadership can impact the accomplishment of the organization, because of his full ability to control the course of action of the organization, just as through the impact they apply on their workers that propels them to carry the organization to more prominent statures.

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Only the Leadership has the power which can nourish or empower the change in values, beliefs, behavior and attitudes of the fellow members. Strong leadership has the ability to establish itself as a pioneer with a good example or role model to subordinates. The leadership which is able to effectively achieve some good result or achievement gains the trust and admiration of their employees, and inadvertently changes their values, beliefs, attitudes and behavior, to achieve the vision and mission of the organization.

Other than that, there is also another way to define a leader that has strong leadership. A characteristic of effective leaders is that they give a clear direction to their employees, and also lead their employees to commit to their jobs and to work as a group to achieve the organization's goals and objectives. This also tells us that good leader usually have a clear vision for the company and therefore can easily identify the problems and obstacles that currently stand between them and the aims of the organization. In this way, they are able to effectively and efficiently bring about the necessary reforms that will bring the company into the future while keeping abreast with contemporary changes in the business world.

The leadership is a process where leaders use their skills and knowledge to lead and bring a group of employees in the desired direction that is relevant to their organization's goals and objectives. Additionally, an effective leader that has strong leadership skills should also be in possession of certain characteristics, such as, passion, consistency, trust and vision; for only leaders who own these characteristics are able to build trust in employees.

The organization, Nokia, is a very good example, Nokia was once one of the best cell phone brands in the world, but Nokia did not continuously improve their skills and make changes in order to adapt to the new trends and needs of the market, and Nokia dropped from the one of the best to a brand that not many people pay attention to. At the same time we can discuss the example of Reliance industries where the leadership have strong focus long-term vision and mission by understanding the changing needs and demands of the society.

II. CONCLUSION

Thus the paper is clearly stating Leadership and management are two different domains. The management is such an aspect which is more like to follow the traditional way of managing their activities of the business. They are the owner of the organization and having supreme control over the organization. They singlehandedly establish a direction for their vision as well as the mission of the organization. They direct all employees to do their work in accordance with management planning. But the leadership is totally different than the ownership. The leadership, on the other hand, guides their employees towards the organizational goals, with open communication and to motivate to their subordinates in order to make sure they are in the right position to utilize their potentials and fulfilment of their jobs. Leadership should be changed according to the changing environment whenever needed because the ownership or management that merely follows it's old, traditional rules.

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