



THE IMPORTANCE OF LEADERSHIP QUALITY AND THE VALUE OF HONESTY

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Abstract

In this article, the author has studied about leadership, the importance of leadership, the role of leadership in an organization and the value of honesty. With the help of the leadership quality a leader accomplishes his goal by means of establishing standard, values, principles, policy, conditions, tools, resources etc.

In order to maintain productivity, efficiency and profitability, a leader makes use of his leadership qualities in achieving the organizational goals.

It is the leader who encourages and motivates an organization. Honesty fosters a strong personal and professional relationship. It brings progress, prosperity and peace in all walks of life. Honesty is the single most important leadership value.

Keywords: Leadership, Quality, Honesty, Dishonesty, Efficient Leader, Productivity, Personal and Professional relationship, Organization.

The Scope and Limitations of the study

This study is done in order to highlight the importance of Leadership and the value of Honesty. It shows how important the role of leadership is in an organization and how it impacts the organizational culture. This study is based on the available literature, article findings, practices and other relevant materials.

Research Methodology

This article is written based on the literature review. This study thoughtfully revised the recent articles, thesis, websites, encyclopedias and other related literatures on the importance of leadership quality and the value of honesty. This article is prepared and reported based on the relevant study done by the research scholar and experts in the field of leadership quality.

Leader

Leader is someone who has a goal in mind and directs others towards it in order to accomplish it by walking in front of them having specific purpose with time consciousness by seeking welfare of his beneficial groups. If ones actions inspire others to dream more, learn more and become more, he is a leader.

“As we look ahead into the next century, leaders will be those who empower others” - Bill Gates.

“The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things” - Ronald Reagan.



Leadership

Leadership is a quality that makes the leader to accomplish his goal by means of establishing and implementing standards, values, principles, policies, conditions, tools, resources etc.

Leadership is the ability to direct individuals, groups, teams and organizations. In the management, a management leader directs, organizes and controls the money, man, machine and materials in order to accomplish his measurable goal.

Generally it is understood that it is a state and the ability to lead others.

A leader has certain qualities which make others to follow him. He motivates a group of people to achieve his defined goal.

His role in management is to make the employees perform better increasing more productions.

He has visions, creativity, intuition and imagination to carry out his goal. He coordinates the people and other resources in order to accomplish his goal.

He makes others getting the work done by means of strategies which are rewards, recognition, logical reasoning, emotional intelligence, understanding etc.

He carries out his tasks, activities and targets by sharing his responsibilities with different levels of people in an organization.

He must have a listening ear to various levels of people. All leaders have the quality in common that is to listen to others.

Earl Weaver says, “Leadership can be defined in one word – honesty. You must be honest with the players and honest with yourself”.

Douglas MacArthur says, “A true leader has the confidence to stand alone, the courage to make tough decisions and the compassion to listen to the needs of others. He does not set out to be a leader, but becomes one by the equality of his actions and integrity of his intent”.

The importance of leadership:

Leadership is one of the most important functions of management. It maximizes efficiency and productivity. It helps to meet the organizational goals.

The resources are utilized optimally when the leadership of an organization is efficient. The leader plays a directing and a guiding role in an organization bringing the people together to work for the goals.

Leadership is the most influential element in a business entity. It makes a great impact on the results.

In any project, it is a competent leader who determines the course of project.



Leadership is vital to the achievement of the organizational success. A leader is the one who extracts the best out of all resources in an organization.

It is how important to have a captain to a ship, as to an organization an efficient leader will have to be.

A leader changes a vision into action through the team members. To run a successful business, he organizes the team to do coordinated actions in order to attain a desirable result.

He is the source of improvement to his subordinates. When he is charismatic enough, the passions and enthusiasm of the employees can be kindled towards the organizational goals.

A leader inspires others in order to build a disciplined relationship to foster trust, confidence, creative and supportive environment.

His optimistic approach will make a high impact on the professionals. He sees the brighter part of the personal.

A leader actively listens and communicates with one another, who are related to the projects. He continually learns and applies what he learns with their environment. He delegates the work to his subordinates according to their responsibility.

He encourages and motivates the organization.

The role of leadership in an organization:

A leader through his leadership channelizes all the employees work units into organizational goals. He integrates all the resources in order to maximize the productivity.

In the top level management, leadership makes plans and policies. In the middle level management and low level management, it explains the plans and policies and make them into embodiment as products and services within the stipulated time. It takes more communication management in order to materialize the plans and policies.

A leader converts the plans and policies through plans, graphs, flow charts, seminars, conferences, meetings and other ways of communication into the products and services.

“Leaders need to provide strategy and direction and to give employees tools that enable them to gather information and insight from around the world. Leaders shouldn’t try to make every decision”- Bill Gates.

Leadership coordinates the employees in order to meet the organizational objectives.

It is the leadership which forms a leader’s personality, values, decision making, intelligence, creativity, positivity, dedication, motivation, problem solving and other qualities which are vital to an organization to thrive. The leadership integrates the collective works and brings the desirable outcome.



The leadership makes the difference in an organization to supervise emotions, feelings, ideas, opinions, experiences, insights, talents, abilities, skills etc. of the personnel.

Honesty

The Oxford English dictionary defines honesty as, “not telling lies; not cheating or stealing, straight forward”. And other definitions of honest are: “Free of deceit; truthful and sincere, morally correct, fairly earned through hard work”.

Of all the leadership qualities honesty is considered as the best quality which a leader has to possess.

Honesty means absence of lying, cheating, theft, abusing etc. It means being trust worthy, faithful, upright, sincerity, and genuine.

Honesty is the mostly valued quality in all religious scriptures.

William Shakesphere highlights about honesty and states that “no legacy is as rich as honesty”.

In an organization, honesty must be practiced by the leaders and follower. Honesty helps to foster relationship, trust, faithfulness, sense of wrathfulness, sense of belongingness, and to develop organization.

Honesty is regarded as the greatest quality in human characters. It brings dedication to his services to his organization. It leads to organizational productivity. It contributes to economic development on the organization.

Honesty fosters a strong personal and professional relationship. It leads to absence of worry, fear, cheat, fraudulent, tension and feeling of insecurity.

If an employee practice dishonesty, it will lead to corruption, stress, poor performance, unfaithfulness in business dealings.

Brian Tracy writes, “Integrity is the most valuable and respected quality of leadership. Always keep your word”.

Harvey S. Firestone says, “I believe fundamental honesty is the keystone of business”.

A Dutch proverb goes like this, “Honesty is the soul of business”.

Dishonesty

Dishonesty attracts short term relationship. Because of dishonesty, there are many thefts, cheatings, fraudulent, court cases, police interventions, murders, bomb blasts, money mismanagement, greediness, bankruptcy, tax evasion, abuses, conflicts, broken relationship, loss of reputations, health, dignity etc. And dishonesty makes a person completely insecure both present and future.

The related words of dishonesty are false, deceptive, beguiling, fallacious, delusive, fraudulent, guileful, tricky, underhanded, insidious, false-hearted, treasons etc.



Jack Welch writes, “The most important quality of leadership is intellectual honesty”. According to Dwight D. Eisenhower, “The supreme quality of leadership is integrity”. “It is difficult, but not impossible, to conduct strictly honest business” - Gandhiji. The success of any organization depends on the honesty and integrity if its leader. “Always bear in mind that your own resolution to succeed is more important than any other” - Abraham Lincoln.

Conclusion

The aim of the article was to study the importance of leadership qualities and the value of honesty.

A leader accomplishes his goal through his leadership quality. The success or failure of an organization depends on the leadership qualities which are practiced effectively in day-to-day business dealings.

All the resources in an organization are managed by a leader. It is the leadership quality that makes the difference. A leader in an organization mainly integrates all the resources of the organization.

His leadership qualities that are values, decision making ability, intelligence, creativity, positivity, dedication, motivation and problem solving ability makes a high impact on an organization.

The value honesty is regarded as the highest value in the world of all values. It fosters a strong personal and professional relationship. It leads high productivity with positivity and the sense of belongingness. It creates further leaders in the organizations.

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