"TRUE LEADERSHIP"

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"Leaders instill optimism and self-confidence in their followers. Positive leaders make it possible for others to reach their goals." – Anonymous

Leadership according to Oxford Dictionary is an act of leading a group of people or an organization. In a mere sense of understanding, every organization needs a leader that will guide and lead the people. Leaders are the ones who provide direction, they help themselves and others make the best decisions possible. They set the tone, generate a compelling vision, and come up with something original. (mindtools.com). It begins with the leader’s proclamation of principles and ideals, as well as their hopes and plans for the organization’s future in which they must demonstrate in all of their words and actions. (Hodges, 2018).

An effective leader allows every organization to be successful; they know deep in themselves that they are not just workers or employee but someone who provides vision. They recognize how vital and critical their duties are and how important it is for them to take it in their hearts. A true leader knows that the most important thing in an organization is that they are developing an environment that is a home for everyone. They think that every employee should feel like they belong and are valued because employees are the real workers and the most vital composition of success. Many organization fails because of bad leadership; some leader feels too authoritative and powerful that they obliged workers to follow their rules without being considerate of their employees. This often leads to employee dissatisfaction leading to resignation and workplace mental health issues. The majority of effective leaders recognize the need of
approaching their work from a human-centered standpoint. By taking the time to get to know your team and understand their unique work styles, goals, and personalities, you will not only design superior management strategies, but you will also create an environment in which your team feels acknowledged, valued, and cared for. (DiFranza, 2019).

According to Center for Creative Leadership, there are ways to be a Good Leader in which you centered yourself on the well-being of others most specifically your employees:

1. Integrity

Integrity in leadership entails being truthful, trustworthy, and dependable. Leaders with integrity live up to their words (i.e., they do what they preach) and own their faults rather than hiding them, blaming their team, or making excuses. Following corporate policies, using company time and resources responsibly, and respecting one's coworkers and direct reports are all examples of integrity. It's crucial to remember that a leader's actions reflect not just on themselves, but also on the organization's reputation. (https://www.sigmaassessmentsystems.com/integrity-in-leaders/).

2. Gratitude

Gratitude is about appreciating and acknowledging the people who contribute to your organization's success on a daily basis. (Sain, 2019).

3. Influence

Influence means having an affect on other people's behaviors, attitudes, opinions, and choices. Power and control are not synonymous with influence. It's not about using others to get what you want. It's all about recognizing what drives employee engagement and leveraging that information to improve performance and achieve positive outcomes. (training.hr.ufl.edu)
4. Empathy

Empathetic leadership entails being able to recognize and understand others' needs, as well as their feelings and thoughts. (www.ccl.org)

5. Respect

Recognize the other person's intrinsic worth and value, and acknowledge that worthiness in our words, deeds, and behaviors. (Caprino, 2019).

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