“A leader is the one, who knows the way, goes the way and shows the way”, this is a quote popularized by John C. Maxwell pertaining to what is expected for a leader. Looking at the words, it seems very usual, very common yet very broad in meaning. Can you imagine how big a leader’s responsibilities are? After reading the quote can you still pursue your dream of becoming a leader? Or how about in this kind of generation we have today? Can you still see yourself performing as an effective leader of a place where everything is far from what you have experienced before, knowing that the situations are different and the generation z workplace is expecting for a leader who can lead the right way, who can help them grow more and yet values are still maintained. The challenges now a days in what we called generation z is too much considering so many factors such as behaviors, technologies, innovations and other that young generations are presently introducing to us.

There are five (5) most common leadership challenges in a workplace, these are as follows:

1. Lack of Communication. One of the most important quality of a leader is the ability to communicate clearly. Its not only how well a leader delivers his speech, how well grammar are constructed but how much his subordinates understands every single words he utters and every gestures he makes. Leaders fail to connect due to authority and their expectations of the group. Having two-way conversations is not only beneficial to your mission but also will be healthy for your relationship as leader and member. Give time to express themselves and listen.
2. Change Management. It is a challenge interrelated to leadership management. Change management is a standardized process used to shift work environment to another. It is a leader’s responsibility to put effort in changing the management if its needed. The challenge is how to make your subordinates follow and accept the change. A strategy is needed to be successful in this part, many have failed due to lack of appropriate strategy.

3. Employee Mental Health Management. The most common mental issues recently are depression and anxiety which are usually being ignored by the management and leaders. As leaders, awareness to these kinds of mental health is important, you may save them from disengagement and will increase their morale and productivity. It will be better to design ways on how to address mental health issues and de-stress your members.

4. Handling Conflicts and Managing Internal Politics. Dispute resolution skills are required in handling different conflicts in an organization. Conflicts must be addressed as early as it comes out. Handling it improperly may affect the workplace culture, the productivity of members and may create more uncomfortable situation.

5. Generation Z as Workplace. The generation itself is a challenge for the leaders to take. The changing world with the intervention of technologies makes the leadership more complicated due to the effect of new learnings and discoveries to the attitudes and behavior of people today. The biggest challenge is to accept and understand the expectations and convert them into opportunities that will be beneficial for all.

Are you now ready to be a leader of generation Z? Take all the challenges and embrace changes and new learnings, be dedicated and always do the right thing.
Reference: