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LEADERSHIP IN INFORMATION MANAGEMENT



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Editorial Team,

TINTA (Leadership in Information Management)

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Good Leader and Effective Leadership

By

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Abstract:

This article discusses about various matters related to leadership which is stressed on steps of leadership plan, characteristics of a good leader, and also categories of the leadership. These elements contained in this paper are basically talk on what a leader should have and follow to become a good leader with an effective leadership.

Keyword: Leadership; Categories of leadership; Leadership plan; Characteristic of a good leadership

Introduction

According to Dubrin in leadership: Research finding, practice and skills book stated that several representative definitions of leadership are following:

- Interpersonal influence, directed through communication toward goal attainment.
- The influential increment over and above mechanical compliance with directions and orders.
- An act that causes others to act or respond in a shared direction.
- The art of influencing people by persuasion or example to follow a line of action.
- The principal dynamic force that motivates and coordinates the organization in the accomplishment of its objectives.
- A willingness to take the blame (as defined by legendary football quarterback Joe Montana).

Other than that, leadership also can be defined as the ability to move or influence others toward achieving individual or group goals (Cliff Ricketts, 2003). In addition, Warren Bennis and Burt Nanus, two leadership researchers stated that "Leadership is the Abominable snowman, whose footprints are everywhere, but who is nowhere to be seen , warren Bennis added that " To extent, leadership is like beauty: it's hard to define, but you know it when you see it. Besides that, in the nature of leadership book, the author stated that leadership is a complex and diverse field of knowledge and trying to make sense of leadership research can become an intimidating endeavour.

Leadership is a behaviour that can be improved by anyone through application and study. Someone with strong determination can develop abilities to be a good leader. The nation, states, organization and also Information management need good leaders whom have characteristics including poise, respect, confidence and the ability to think and to the responsibility.

Understanding leadership

Expecting to find a single definition or approach to a complex concept like leadership is probably rather naive, for several reasons:

Leadership is not a concrete entity, but are more appropriately regarded as a social construction that occurs to a historical and cultural context. It is important to identify how people think about leadership to understand how concepts of leadership emerge.

Concepts of leadership held within a particular culture are affected by ideas about leadership. Without a context, people tend to hold command-and-control as their basic leadership model.

The study of leadership is replete with myths bearing little relationship to reality. According to myths, leaderships are a rare skills, leaders are born with special characteristics. Another myth is that leaders work mainly for the good of their organizations, but clearly, malicious leaders do not benefit their group.

Leadership Categories

Major categories of leadership including:

1. Trait
 2. Power and influence
 3. Behavioural
 4. Situational
 5. Traditional
 6. Popularity
 7. Combination
-

Different group, nationalities and cultures have different perspective of leadership and these above categories help to explain why these so many difficult definitions.

1. Trait Leaderships

The trait leadership approach assumes that some people are "natural" leaders who possess certain traits that others don't. An individual's physical attributes, personality, social background, abilities, and skills are among the traits examined.

2. Power and influence

The power and influence theories explain leadership effectiveness in terms of the amount and type of power a leader possesses and how he or she exercises power.

3. Behavioural Leaderships

Behavioural leadership assumes that there are distinctive styles that effective leaders use consistently. The basic two styles are authoritarian (theory x) and democratic (theory y). All other behavioural styles revolve around the authoritarian and democratic styles of leadership.

Theory x:

Theory x is a theory as Mc Gregor defined it, is traditional and quite familiar. Here are the main characteristics of a theory x person:

- The average human being has an inherent dislike of work and avoids it if possible.
- Because of this human characteristic of dislike for work, most people must be controlled, directed or threatened with punishment to get them to work towards the achievement of organization objectives.
- The average of human being prefers to be directed, wishes to avoid responsibility, has relatively little ambition and want security above all.

Theory y:

Theory y reflects a totally different set of values and expectations of people. Here are Mc Gregor's theory Y descriptions:

- The expenditure of physical and mental effort in work is as natural as in play or rest.
- External control and threat of punishment are not the only means for bringing about effort toward an organizational goal.
- The average of human being learns, under proper condition not merely to accept but to seek responsibility.
- Under the condition of modern industrial life, the intellectual potential of the average of human being only partially uses.

4. Situational Leadership

Some people refer to situational leadership as contingency leadership. The term contingency used for this leadership theory comes from the fact that the emergence or effectiveness of any style is contingent on the situation in which the leader is operating. Similarly, one's assumptions, behaviour, and attitudes toward people are difficult to change. As a leader, you must be aware of your attitudes, but you must use the appropriate leadership style for the situation. The leader who acquires a large number of leadership skills can use different abilities to meet the needs of different situations.

5. Traditional Leadership

Some people refer to traditional leadership as cultural and symbolic. One way to sum up this leadership style is "this is the way we do things here". We do many things out of tradition; it may not be the only way, but it is the group, organization, or company way. In some cultures, the leader may be the most intelligent, the best speaker, the hardest worker, or the best dresser. Some examples follow to illustrate traditional, cultural, and symbolic leadership.

6. Popularity (Perceived) Leadership

Some people refer to popularity (perceived) leadership as cognitive leadership. The popularity leadership category relates to symbolic leadership in that, this theory is based on perceived leadership. In other words, leadership is bestowed on those who really don't deserve it. The decision as to who should lead within an organization may be irrational.

7. Combination Leadership

The combination leadership category unites the previous leadership models and styles. The combination category shall be viewed through four frames, or images, of leadership: authoritarian, democratic, political, and tradition.

COMBINATION LEADERSHIP CATEGORY	
<p>AUTHORITARIAN FRAME</p> <p>Authority Goal Task oriented Rules Roles Formal relationship Focus on implementation Policy and organization chart</p>	<p>DEMOCRATIC FRAME</p> <p>Share decision making Meeting need Provide support Feeling oriented Motivation Believe in people Visible and accessible procedures</p>
<p>POLITICAL (POWER AND INFLUENCE) FRAME</p> <p>Power Conflict Coalition Backroom politic Bargaining Negotiation Compromise Cooperate with rivals</p>	<p>TRADITION (SYMBOLIC) FRAME</p> <p>"This is the way why we do it here" Culture Ceremonies Rituals Symbols American flag</p>

Figure 1 : Adapted from work by Tom Burks, director of the leadership of the leadership institute at middle Tennessee State University and from Reframing organization by Lee Bolman and Terence Deal

Steps of Leadership Plan

The best way to learn leadership is to place yourself's in situations requiring action. Practice what we learn daily. To become a good leader:

- Study the qualities of recognized good leaders and learn from their mistakes. Listen, but do not imitate.
- Analyze yourself, picking out your weak and strong points. Set goals for improvement.
- Learn how to take directions. If you cannot take directions, you may not be able to give directions.
- Learn as much as you can about groups in general and how they function. Identify the types of people in a group.
- Make and follow a plan to develop personal leadership skills.

STEP 1: Develop a vision and focus people thinking.

Successful leaders, whether they are leaders of others or simply effective leaders of their own lives, all have one thing in common that is vision. Vision is the ability to have a clear picture of what you want to attain. Without commitment to a vision, we cannot lead ourselves in a definite direction. Vision provides direction, a worthwhile destination, motivation, enthusiasm, a sense of achievement and fulfillment of one's purpose in life.

STEP 2: Set goals.

Once you have your vision, set goal. Goal setting is the key to accomplishment. Develop a plan of action and pursue it.

Step 3: Develop initiative.

Take the initiative. There are three types of people in this area: those who make things happen, those who ask what's happening, and those who ask what happened. Look the ways things can be done rather than the ways they cannot. Focus on the positive, and avoid negative people.

Step 4: Develop self confidence.

The only way we gain self confidence is to expose ourselves to risk. By risking ourselves, we gain the experience. Don't quit.

Step 5: Develop personel responsibilities.

We must take personel responsibilities for our own thought, action and feeling. Leaders understand this and take control of their own destinies. If we blame others for our mistakes or claim for the way we feel is not our fault, then we are not in charge of our lives. We must also be willing to take the correct action without being defensive and vengeful.

Step 6: Develop a healthy self image.

Gary R. Hickingbotham said, "self-image" is our mental picture of the person we think we are". Let yourself image runs free. Let it be creative. Let it be innovative. Let it transport you to the pinnacles of success. If you can dream it, you can achieve it.

Step 7: Develop self organization

One of the best traits of the personel leadership is that of self organization. You must know what to do next for the achievement of your goal, consider the following point in self organization:

- Write down everything
- Use a good diary system
- Make a daily to do list
- Use time management skill

Step 8: Eliminate procrastination

Eliminate procrastination. Procrastination is a tendency to put off task rather than take action on them now. To overcome procrastination develops a constructive habit to replace the destructive.

Step 9: Study

People who wish to be good at a task need to study. Throughout history, the remarkable achievement in life have been students who are eager to learn more and want to know how to fine tune themselves.

Step 10: Magnify your strength

The first step toward success is to identify your own leadership strength. Ask yourself what personal qualities or strength you possessed and can be turned into the qualities of leadership and whatever talent you have, use them to your advantage.

Characteristic of a Good Leadership**1. Self confidence**

It is important for the leader to be realistically self confident. A self confidence team leader of a group facing a seemingly impossible deadline might tell the group to face the reality and give them spirit.

2. Humility

Although self confidence is a key leadership trait, so it is being humble at the right time. According the research by Jim Collins, on what makes companies endure and dramatically improve their performances support the importance of humility.

3. Trustworthiness

Trust can be defined as a person confident in another individual intention and motive. The leader must be trustworthy and they must also trust group member. Evidence and opinion that being trustworthy contribute to leadership effectiveness continue to mount.

4. Extroversion

Extroversion has been recognized for its contribution to leadership effectiveness because it is helpful for a leader to be friendly and outgoing in most situations. Even though it is logical to think that extroversion is related to leadership, many effective leaders are laid back and introverted.

5. Emotional stability

Emotional stability refers to the ability to control emotion to the point that one emotional response is suitable to the occasion. This criterion is an important leadership trait because group member expect and need consistency in the way they are treated.

6. Assertiveness

Refer in expressing demand, opinion, feeling and attitude. Among them are confronting the group member about their mistake, demanding higher performances, setting high performances and making legitimate demand on higher management.

Conclusion

To conclude, leadership is very important factor in the organization and management. There are some characteristics, categories, and steps that need to be an effective leadership. The good and effective leader should have those elements to improve their skills and performance in the leadership. By having that kind of elements, they can face the challenges that occur in the leadership management. The categories of leadership should be focused to have better management in the organization.

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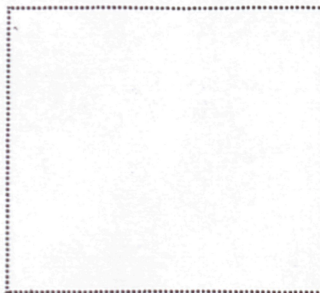
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