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EMBRACING THE KINDNESS IN LEADERSHIP

By: Farah Adilla Ab Rahman

Regardless of our position, leadership is vital in all aspects of our life. The term leadership is more exhaustive than only focusing on the role between superiors and employees. Consequently, we need to be fair in everything that we do. In addition to being fair, kindness must be present because being fair alone is not enough to be a good leader. Sadly, we attend various leadership courses to become good leaders. However, those training becomes meaningless without adapting to the excellence criteria of leadership. We are just attending the training to fulfil the training hours required by our organization.

The lines between work and personal can often be blurred due to the demanding of both responsibilities that we need to fulfil. We are expected to perform and carry out our responsibility diligently. However, it is easier said than done. Not all of us carry out the same responsibility, and our life has been influenced by many aspects such as psychological (food and clothing), safety (job security), love and belonging needs (friendship), self-esteem, and self-actualization, as mentioned by Maslow (1943). Thus, it is the responsibility of the superior to identify and assist the employees with the issue they are having and uncover

suitable solutions that can help the employee to improve their performance. On the part of the employees, they need to communicate whatever issue can impede their performance in the organization. The superior might need to understand or be aware of the employee's concern. Nonetheless, we must remember that all these steps must be carried out with the utmost care and respect.

Superior also must reflect that while employee performance is vital to the organization's goals, the well-being of the employees must be taken into consideration too. They are the ones that can make or break the organization. The organization must ensure that employees' feelings matter and provide harmonious working conditions for them. As for the employees, try to understand the superior's actions and fulfill the obligation as best as possible. Ultimately, we must remember that every act creates a ripple with no logical end. Kindness always prevails no matter how challenging specific circumstances can be.

