

Leadership - Qualities, Skills

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An effective leader is generally someone who leads by example and other people just tend to follow because they believe what they do is the right thing.

There a lot of ways to lead a team of people; but while not everyone might agree on the most effective type, we can all agree that the performance of the team heavily relies on its leader.

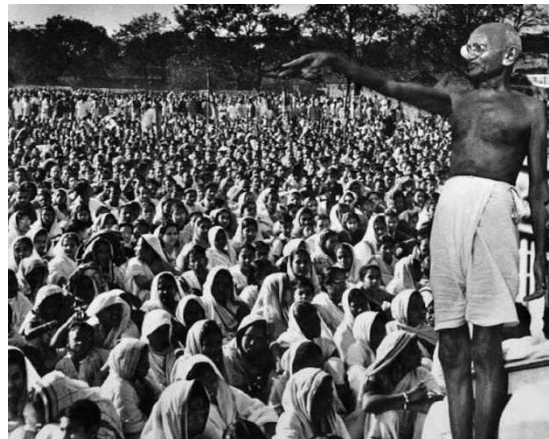
On the most basic level, leadership styles can be categorized as being manipulative, authoritative, or attractive. While all of these styles might get the job done.

1. Vision

- Great leaders have vision... They can see into the future.
- They have a clear, exciting idea of where they are going and what they are trying to accomplish and are excellent at strategic planning.
- While a manager gets the job done, great leaders tap into the emotions of their employees.

Quit India, ---- Mahatma Gandhi
Gandhiji -

“In the democracy which I have envisaged, a democracy established by non-violence, there will be equal freedom for all. Everybody will be his own master.”



“I am prepared to die, Nelson Mandela

Fought tirelessly against South African apartheid.

Wrongfully arrested in 1962 on charges of treason and for inciting the public to strike against the government.



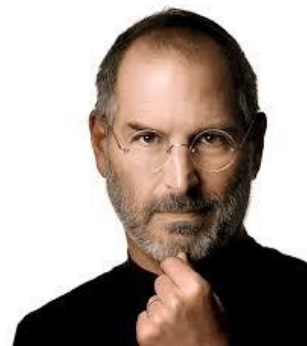
One-liner:



"I have cherished the ideal of a democratic and free society in which all persons live together in harmony and with equal opportunities. It is an ideal, which I hope to live for and to achieve. But if needs be, it is an ideal for which I am prepared to die."

Steve Jobs

If you are working on something exciting that you really care about, you don't have to be pushed. The vision pulls you.



2. Courage

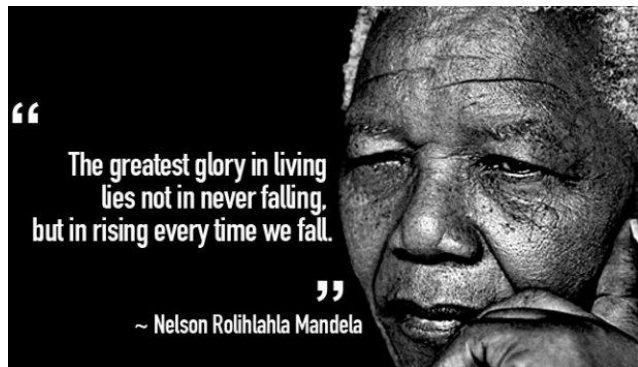
- *"Courage is rightly considered the foremost of the virtues, for upon it, all others depend."* - Winston Churchill
- Age means that you are willing to take risks in the achievement of your goals with no assurance of success.
- Among the seven leadership qualities, courage is the most identifiable outward trait.





3. Confidence

- When things go wrong, employees look to you for the answers and judge the situation based upon your reaction.
- Even if the company is experiencing a major downturn, it's important to always be confident, calm, and set a good example.



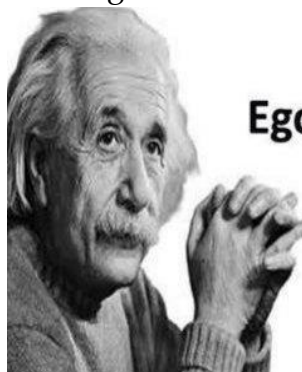
- Your job is to maintain the happy work environment, and continue leading the team in their daily work.

4. Integrity

- Complete honesty in everything we do, both internally and externally.
- The core of integrity is truthfulness.
- Integrity requires that you always tell the truth, to all people, in every situation. Truthfulness is the foundation quality of the trust that is necessary for the success of any business.

5. Humility

- Great leaders are those who are strong and decisive but also humble.
- Humility doesn't mean that you're weak or unsure of yourself. It means that you have the self-confidence and self-awareness to recognize the value of others without feeling threatened.



$$\text{Ego} = \frac{1}{\text{Knowledge}}$$

*"More the Knowledge
Lesser the Ego,
Lesser the Knowledge
More the Ego..."*

- It means that you are willing to admit you could be wrong, that you recognize you may not have all the answers. And it means that you give credit where credit is due.

6. Strategic Planning

Great leaders are outstanding at strategic planning. They have the ability to look ahead, to anticipate with some accuracy where they are going.



7. Focus

- Leaders always focus on the needs of the nation/company / organization and the situation.
- Leaders focus on results, on what must be achieved by themselves, by others, and by the company. Great leaders focus on strengths, in themselves and in others.
- They focus on the strengths of the organization, on the things that the company does best in satisfying demanding customers in a competitive marketplace.

8. Communication

- Without clear communication, your team won't understand your mission, goals, and vision.
- Everybody wants to work toward something they believe in, so it's important they understand that they are working toward the same goals you are.

9. Inspiration

Whether you're starting a new business, or you're leading a team that's already been established, it's important to get your team invested in the vision and future of the organization/company.

You must be inspired in order to inspire others, like

Larry Page and Sergey Brin, the founders of Google. The product of their own inspiration has inspired millions of others across the world, and has significantly impacted the world we live in today. Though inspiration often looks forward to the future, it's also important for the present; it gives employees a reason to work, to succeed, and to do their best in everything they do. Make them feel invested in the company through inspiration and they'll be loyal, hard-working employees.



The women behind Lijjat Papd | Source: bba.co.in

10. Positivity

- Regardless of the situation, always stay positive. Positivity is essential to productivity, employee happiness, and work environment.
- When mistakes are made- even if they are serious, it's important to look at the bright side of things.
- You are setting the tone for the work day, and your attitude directly affects those under your leadership.



11. Self-assessment:

Effective leaders periodically take stock of their personal strengths and shortcomings. They ask: “What do I like to do? What am I really good at?” “What are my areas of weakness, and what do I dislike doing?”

12. Delegation

- Identify the strength of each employee and assign them tasks that best fit those strengths.
- The ability to delegate successfully will lead to higher quality work and productivity.

13. Cooperation

- Your ability to get everyone working and pulling together is essential to your success. Leadership is the ability to get people to work for you because they want to.
- The 80/20 rule applies here:
- Twenty percent of your people contribute 80 percent of your results.
- Your ability to select these people and then to work well with them on a daily basis is essential to the smooth functioning of the organization.
- Gain the cooperation of others by making a commitment to get along well with each key person every single day. You always have a choice when it comes to a task: You can do it yourself, or you can get someone else to do it for you. Which is it going to be?

14. Commitment

- Showing your commitment sets the example for others to follow, and leads to greater loyalty and respect for you as a leader.
- Always be committed in whatever you do, whether it is a promise to have a holiday party, a day off, or a meeting time.
- Set the tone of commitment, and others will follow suit.



