

Subject: Business Economics Course: B.A., 4th Semester, Undergraduate.

Paper No: 402 Paper Title: Organizational Behaviour

Unit No.: 3 (Three) Title: Group Behaviour

Lecture No: 3 (Three) Title: Leadership (Part – 2)

FAQs

Q1. What is the shape of the perfect leader and does he or she exist? Ans: There are no perfect leaders, that is why good leaders are always trying to improve themselves through self-study, training, education, mentorship, making mistakes and then learning from them, etc. Since there are no perfect leaders, it is hard to build a good leadership model, which is why there are hundreds of them. But, we can be sure of a few things that good leaders have:

- A vision of the future (“where are we going?”).
- The ability to encourage followers to jump into that experience and overcome the challenges to achieve the vision).
- A love of self-improvement for themselves and their followers. This love makes them good coaches and mentors.
- Empowering their followers to get things accomplished (delegates).

Q2. Does a leader need to be motivated? How can leaders maintain themselves to stay motivated? Ans: A leader definitely has to be motivated; those who are not will quickly be seen as frauds in their followers' eyes as they expect their leaders to be enthusiastic about their work. Motivation comes in two forms: extrinsic and intrinsic. Extrinsic motivators come from the outside. Good leaders set and achieve goals that allow them to get a healthy balance of both motivators.

Q3. Can anyone become a leader? Aren't there people whose traits make them unfit to be a leader? Ans: Anyone can become a leader that has the willingness and drive to achieve that goal. Traits can be changed or reduced by focusing upon the more desirable traits and then using them to overpower the unhealthy ones. This is one reason there are no perfect leaders — we all have a few unhealthy or weaker traits. But the better leaders concentrate on and grow their desirable traits so that they over-power their weaker traits.

Q4. What is the relationship between leaders and followers? Ans: Leaders are change agents who guide their followers onto new heights, while along the way, they develop and grow their followers. A leader's two driving goals should be to make the organization a success and if he or she departs the organization, they have trained and developed people to fulfill their shoes.

Q5. Does a leader need power?

Ans: The degree of power that a leader requires is determined by the goals that she must achieve. For example, the leader of a country requires different powers than the leader of a church. Power is the possession of control, authority, and/or influence over others. This power is used to achieve a goal. Some leaders, such as presidents, have all or parts of the three, while others, such as Mother Theresa, might have only one.

Q6. How can a leader avoid being corrupted by the power? Ans: Power does not corrupt. Corruption is the degree that someone's action has veered from a moral value that a society or community has set. Although the amount of their action is controlled by the type of power they have, it is their inner-self that drives the action. For example, Hitler was a leader by almost every definition, yet there were certain groups that he hated. This hatred drove him to mass corruption (in his community it was not viewed as corruption, while in almost every other community it was). If he never achieved the position he held, his inner-hatred (corruption) of select groups would have still been there. His inner-self controlled the power. The only preventive medicine for corruption is a healthy respect for others (diversity).

Q7. What's the worst fault a leader can have? Ans: A failure to see the benefits of diversity. This creates like-people throughout the organizations and leads to one-way thinking. If you do not have a diverse team, then you cannot come up with the creative brainstorming solutions to stay competitive. Also, you alienate your customers and consumers who can be quite diverse.

Q8. Is there an ideal percentage of leaders in a company? Can an excess of leaders turn into a problem? Ans: Every organization is unique, hence it will require a different percentage. But every leader and supervisor must display some form of leadership, they cannot simply be bosses and expect the organization to become a great organization. As far as excess, how can you have too much of a good thing; is there such a thing as a company having too much profit?

Q9. Can someone be a good leader, but not a good manager? Which is better for a company? Ans: Just as there are many managers who cannot lead, there are many leaders who cannot manage. And neither is better for a company. Both strip the company of a valuable resource—a leader who can get things done or a manager who can lead her employees.

Q10. How do you keep people's loyalty in a company that is downsizing? Isn't it asking too much of a leader?

Ans: Leadership is more about enabling people to do their best and become the best, than it is about loyalty. Leaders inspire people while managers set policies that buy loyalty. Besides, organizations that have effective leaders throughout their organization will find themselves downsizing much less than organizations that are lacking leaders. That is because they will be performing the necessary steps to carry them on to the visions they have created. Also, if you have good leaders throughout the organization, you are going to find yourself doing the right things if and when it becomes cost-cutting time—being honest and compassionate.