

LEADER AS A LADDER

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Objectives of the paper

1. To review the present economic era.
2. To expose the role of change in managing the organization.
3. To enunciate the role of leader in the changing environment caused by globalization.
4. To suggest the way-out to leaders fitful to the present context.

In today's world there is always a great importance to competition and best out of the same. Previously the world had witnessed isolated or closed economies, but now it had moved into a different way, which had been a great leap forward towards globalization. Globalization does mean competition between the Global environment where any one can participate and churn for the best out of the best. Globalization of economy is forcing business organizations to become more focused on international rather than domestic.

Uncertainty that is an ultimate out come of globalization is the level of unpredictable measure of the future where no one can get access to any menace. Moreover in the recent past this uncertainly had witnessed phenomenal growth in every walk of human life, either it in business organizations or in economics or that matter in country's policies. Uncertainty is nothing but change that is inevitable because nothing is constant except one thing i.e. change. Change and uncertainty are interrelated items which go hand by hand but their impact is so great that many dramatic changes in the world is due to them barely. In the field of business there are so many issues related to uncertainty and change. This is the basic question where many business firms, intellectuals consultants, experts are cracking their brains to solve this gigantic problem. We can not be able to control but we can make some arrangements to control the change to some extent only.

However the changed scenario has demanding the new ways and means to manage the things of any business. In this regard leaders of the organizations in the world are supposed to change their styles and ensure the organizational effectiveness as in the previous days in the present context, which is very critical, dynamic and complex in nature. But managing the business and its excellency in the present era is not so easy, because the organizations are required to run very fast to be at the same place. Hence it is already indicated by the global force that run *successfully the business*

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as a player in the market place with increased caliber or run away from the field. Since latter is not possible and the former is challenging, the leaders of the organizations should take initiation in protecting the interest of his followers as well as the stakeholders. Now the question arises that how the leader has to play his role effectively? Is it like a mentor driver of a vehicle, guide, parental nurture, teacher, coach, etc. None of them but it is like a ladder lies on the wall of the goal.

From the world leaders, we are able to understand the greatness of Democratic leadership, Participative leadership, Free-rein leadership, Autocratic leadership, bureaucratic leadership, Diplomatic leadership, Transformation leadership and so on. Is this type of leaderships can fit in the present circumstances we may say yes or no or can give explanations about situation what they lead.

In the present context a leader should be able to make change in the perspective and growth of the organization in positive direction since the leadership is supposed to cope with change and uncertainty. Hence, what we need today is that he should transform the vision and mission that he perceived in the light of change to his followers for the success of organization. However a person without charisma but with a strong mission and tremendous sense of vision, who can look decades ahead would perhaps be the right kind of leader for the modern competitive organizations.

Leadership is crucial in times of change and uncertainty. He is the person who guides and motivates the followers to achieve the goals of what followers aspire. The present leaders of globalization must be the people who fundamentally alter the institutions they lead. Leaders must motivate others to act, not out of self-interest but out of commitment to a higher ideal or transcendent goal. Leaders must engage themselves in vision, planning and framing (What ever action they achieve from followers and also framing can tie them closely to the accepted values of society.

Not only that even leaders are also supposed by the order of the day to be a principle oriented for his followers who aspire many great things from a leader, they always look forward for the things which give them greater dignity and status in the society they live in. Followers are the good imitators of the leaders, they do the things which the leaders had done earlier or follow the principles which he advocated earlier, so a leader must be the person who regularly monitor his own things as well as of his followers, from the leader itself the followers will aspire the things and do them accordingly so the leader had great responsibility not only upon his own life but he had got much more responsibilities of his followers, as he is the prime responsible person of a whole system which he is in.

However the present leaders must act as tools to achieve the goals of his followers. They must act as an intermediary between the followers and a goal what the follower intends to achieve. In order to make them to achieve the goals leader has to develop a good attitude which is all about a set of skills and qualities as having a purpose, vision and mission, being bold, courageous, a risk and initiative taker, authentic and approachable, live that he communicates, inspirational to people, open and direct,

flexible and Giving individualized attention. Besides those qualities he should also have the skills like high levels of self-confidence, high degree of concern for employees needs, excellent communication skills and the ability to react quickly and accurately.

In the global environment for the success of a organization we don't require mere managers but we require managers with leadership qualities who can enhance their organization to meet the global standards successfully. Managers of the top slot in business organizations influence a great deal and they are the prime responsible held for the success of their businesses. So, what we require today is not the persons who make quick decisions but the persons who understands well his employees' motives, aspirations and goals. By mere understanding the employees, one cannot said to be a great leader but if he is able to shape his followers as lethal weapons to meet the global standards ahead for decades.

Since the present and prevailing conditions are very critical, complex and difficult in nature leaders of the day need to understand themselves as the ladder that on the wall. Leader is compared with ladder, because the ladder lays on the wall that is the point of the goal by taking its position on the base and works as an intermediary or path in reaching the destination. Leader has to mould and adjust himself time to time according to the changing business environment and work as a ladder to reach the goal. here leader should understand that the steps in the ladder are strategies to reach the goal. However in the present context the role of the leader is understood as ladder that lies on the wall of the goal. However the attitudes, qualities and roles that are demanded by the present era to become a successful leader like ladder as explained above are placed to the fore very clearly.

Attitudes of Leader

- 1) Have a purpose vision and mission
- 2) Be bold and courageous.
- 3) Be a risk and initiative taken
- 4) Be authentic and approachable
- 5) Live that you communicate
- 6) Be inspirational
- 7) Give individualized attention to people
- 8) Be open and direct
- 9) Be flexible.

Qualities of a Leader

1. High levels of self-confidence,
2. High degree of concern for employees needs,

3. Excellent communication skill and the ability to react quickly and accurately.

Roles of Leaders

Transformational leaders play different roles in leading the followers, which are as follows :

Visionary – has capability to telescope into the future using the power of rising and intuition

Holistic – has capability to have bird's eye view.

Symbolic – has power to synthesize divergent organizational forces and channelise them into a mosaic and yet provide a sensible view.

Team builder – Encourages team efforts through collectively channeling their energies.

Missionary – characterized by the zeal to achieve the desired objective and single minded devotion.

Frontal – capability to lead people from the front being visible accessible and being with people rather than being a back seat driver.

Inspiring – power to elevate people to a higher level of consciousness and convert despair and despondency into new hopes, new meaning and new dreams.

Educator – constantly grooms, builds and coaches his people like a teacher

Boundary manager – has capability to mobilize the external forces by networking, building strategic alliances and creating the desires among the people to be co-partners in the organization.

Role Model – demonstrates consistency between percept and practice.

Conclusion

Leaders must wake-up their minds to the ongoing changes and break-up the existing strategy and structure with new one that is fit for the present days and make-up the entire organization to combat with the competitive market forces and take-up the organization into business excellency. In this regard leader must sense the current trends of the market like a fish in a pond as well as he must be able to visualize the future path and have the power of articulation of the vision to his follower in achieving the goals by making them always aware about the ongoing changes. Finally he has to play his role in the present circumstance as a ladder that lies on the wall of the goal with conscientious steps as business strategies.

Business leaders can not follow a single type of leadership style in leading the followers, because today's strategies are becoming obsolete tomorrow instantly, so according to situation they have to synergise their efforts and compete the environment, like a *fish in a pond* that moves sensing the current of water and move accordingly.

A leader by sensing the current trends of the market like a fish in pond as cited, must be able to visualize the future path as Lord *Jesus*, should have the power of articulation of the vision to his follower in achieving the goals like *Mahatma Gandhi* and make the followers always aware about the ongoing changes like lord *Sri Krishna*.

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