

## Importance of being good leader in a Science world.

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### Introduction

The world is heading toward a maddening change procedure and in this path every step and zone of science is changing rapidly. Nothing is the same as it was 50 years ago. In every aspect of activity that we are working, we should be flexible and updated.

Nowadays, these are different styles and theories related to leadership. A good leader should know about all the theories and their uses, and he should choose one or two and so, in order to handle his team.

A good leader should not only update his knowledge but also he should update his reactions, attitude, and managements. He should work on his awareness and knowledge as well.

In this article, I try to compare different types of leadership styles and focus on transformational styles that I have selected as my main style to approach.

Once upon a time a leader was supposed to be the head of the group and his orders were the only thing that the group should follow and obey.

It did not matter if they were correct or wrong. Nowadays, leadership has changed globally. There are different leadership theories in the public sector with career administrative position. The most important factor that has had a great impact on everything is the emerging new technology internet. The old theories have gone under severe impact on communication and virtual world.

There are five major roles. First, leaders must lead the task accomplishment by informing, communicating goals, accepting suggestions, improvements and evaluating performances.

Second, leaders need excellent human relation skills. Third, leaders need to facilitate change by encouraging and rewarding the innovation and creativity in their group. Fourth, to give attention and rise the minorities help ethic groups, and rise the role of women in the working place. Fifth, the leaders should lead with integrity, selflessness, and refuse unethical conduct. Nowadays, the challenges in leadership are very great. So the leaders must develop a variety of skills and must become knowledgeable.

There are different styles that a leader can choose. Some are here: transformational, transformational, horizontal, ethical, and Coach.

Now, I go through the specifications of three of them.

Ethical leadership theory: As described in the first concern is the intent of the individuals. The second concern is selecting proper means for doing well.

A third concern is selecting the proper ends.

In this sector a leader should have self-awareness and self-improvement. Positive leaders should emphasize openness, transparency optimism.

Despite the logical appeal of this theory, researches point out that applying these characteristics is often very difficult. It demands privacy and transparency. This theory can cause conflicts. Sometimes leaders believe themselves as servant or transforming leaders while they are functioning as charismatic narcissistic.

The other theory is transactional leadership theory: this theory focuses on the daily interactions of leaders and followers. This theory can be used among supervisors.

Among different leadership styles, the one that I use most of the time is transformational. This theory needs change in an organization. I as a transformational leader try to have four major characteristics: vision, provision, energy and determination. Transformational leadership rarely interferes with transactional leadership.

Transformational leadership needs passion, commitment, energy, and in sight; I as a transformational leader should be aware of the power that I have as a leader because power leads to corruption. In this procedure great insight can become and turn into maniacal domination, self-confidence can become narcissism. I think transformational leadership is active and effective. An effective transformational leader is always ready and always in the climate for change. I as a leader adopt myself to different changes, and I lead and ask my team to do so. On the whole, as Graetz has suggested, transformational leadership is positively related to psychological climate for organizational change, creativity, innovation, and positive steps as well.

Now that I look back in the activities that I had in the organization before this course; I see that this course helped me to change my wrong beliefs and routs. Now, I have changed a lot of my beliefs. It will help my organization to become successful.

In this course, I learnt about how to be a good and successful leader. A leader cannot be successful unless his team is led properly and guided toward the updated programs. At the beginning as a leader my steps toward leadership was not correct. I was not the person that I am today. I was a stubborn, rigid and not communicable person. I listened to the problems; I decided about the solutions then I ordered the team to act in the way that I had ordered them. Then I learnt that I was on a wrong path.

I learnt about the new revolutionary and evolutionary steps in leadership. I learnt that I should have 5 essential factors in Lead

a team. I should have the ability to identify and confront the problem then I should have the ability to turn the problem into opportunity and be able to visualize the outcome.

This was my own potentials, but for my team I should be able to align them with my vision, and I should be able to motivate them to take action. I should encourage them to work persistently and collaboratively.

Now, I have learnt that I should have insight, strengths, intelligence, understanding, collaboration, communication behavior, sharing, respect, innovation, and optimism.

I try to make innovations to become a habit by institutionalizing progress. When I wanted to update myself, first I worked on myself awareness then I began to self-regulate myself then the third step was self-motivation; meaning I worked on my passion to pursue my goals. The last step was empathy. On the first step, I began to know my strengths and weaknesses, but by empathy; I learnt about my colleagues' feelings, needs and moral demands. Now I know that when strong management and leadership are combined together, ultimately; we will have a successful organization. Another important fact in a successful team work is sharing.

I myself believe in sharing. Sharing has enabled him to grow, converse, help and be successful in change.

I believe sharing is the most important part of communication. As a leader, I welcome virtual team work, and I believe if the virtual team is led right and efficiently. It will lead to the growth and success of the organization.

Effective leaders try to have superior communication skills, in other words communication competence. In this case, first I try to know my team, their attitude, act, behavior, gestures and the way they have known me. Then I try to evaluate their point of view. If they are right, I know it is me that I have to change.

If they are wrong, I will try to work and communicate unknowingly with them to change their perceptions, feelings, thoughts or emotions toward me and the company. I know that effective leaders should first understand themselves. Then the employees and stakeholders, as a leader, I should have analytical, emotional, social and contextual strengths. I continuously work on myself improvement. I follow the theory of James Kouzes and Posner meaning I believe leading is Foster and produce change have innovation, try to overcome crisis, to be stable, align the team toward the goal with collaboration. I always keep in my mind six rules related to effective communication and personal effectiveness.

Rule1: I organize my thoughts. It gives me a better ability to share my ideas with the team group and give clarity to myself. Rule2: plan the conversation a head of time: I plan out the different paths the conversation may lead, and I focus on the questions that might be arisen. Rule 3: Be aware of nonverbal signals: I am always mindful of my nonverbal gestures and also my audiences. Rule 4: Be succinct; my speech should be concise, clear, responsive, and not detracted. Rule5: show how the others' will benefit: I enlighten the benefits or rewards our offer will provide to them. Rule6: Be a good listener: I try to be

a good listener to clients and team members. Effective communication is a two way bond. I believe if I listen to them attentively, they will listen to me as well. As a leader, I try to focus on results, followers, changes and leading system. I try to lead my team ethically. I have high expectation of myself then from my team. I analyze and support my team and their needs, I facilitate the diversity.

To make a change does not require charisma, but its basic need is managerial competence. I believe in ethical leadership as well. It requires clear principles, integrity, and sense of duty, spirit sustainability and sacrifice on occasions. Following the above steps, I try to infuse those principles in my team and in my company. I believe I cannot be the winner just by myself; we always win together.

As a leader, I welcome changes. I know changes always lead the company toward better positions because the world is heading toward massive changes. If we don't welcome the minor changes, then the future coming big change will knock us out. When the question of change comes up, the first thing that a leader confronts is resistance .Resistance trimming the team workers? As a leader I should try to soften that resistance toward resilience by communication. I believe the team group has the right to be resistant because they are mostly afraid of their positions and financial problems. As a leader it is my responsibility to organize their thoughts and direct it toward the positive. Outcomes and achievements in future; I try to inject positivity and optimism. The steps that I take to convince them are the steps advised by John Kotter.

- 1 Make the team to understand that it is urgent
- 2 Identify a team of supporters
- 3 Have communication on our visions, values, and goals
- 4 To communicate positive points and procedures repeatedly
- 5 The leader should act powerfully in order to empower the group
- 6 To think about reachable goals
- 7 To emphasize the achievements
- 8 To make innovation to become a habit.

## **Conclusion**

In this paper I analyzed the effects of a Good leader in a company .I analyzed three kinds of styles out of many experienced ones. The one that I think suits best is transformational. Although it has positive consequences, but I think if we use a cognitive one, we will get better results. In my opinion, the most important factors in leadership are Change and communication. If a leader can make the team understand the liability and necessity of change and its benefits for the team, this leader will succeed and will be successful.

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