

The Research Paper on “The Role of Power and Communication Skill for Effective Leader- A Conceptual Study.

Dr. R.D. Jadhav

Associate Professor Bharati Vidyapeeth Deemed University, Pune. Institute Of Management , Kolhapur-Mh-India Department of Management

Abstract : **THE ROLE OF POWER IN LEADERSHIP** The Power in leadership plays important role in execution of the objectives set by the organization in the Organization.. The leader has execute the powers entrusted in him by law by post. Power plays a very important role in effective leadership. In one sense, every-leader must have the necessary power as otherwise he cannot be held responsible or accountable for achieving certain goals. Leadership is sometimes described as positive or negative in terms of how the leader tries to motivate his subordinates. He is said to use positive leadership where he stresses rewards, whether they are economic or otherwise. Positive leadership is becoming more and more necessary today in view of employee education and greater stress in the culture for independence. The Powerful discussion are taken by good leaders He has to take the risk of displeasure and other kinds of oppositions from the employees. Where the leader stresses penalties or punishment for motivation, he is said to be applying negative leadership. Such leaders display authority in the belief that they would frighten their subordinates into greater productivity. As already realized, there is however a continuum of leadership styles ranging from the very positive to the very negative. Use of power in terms of the three basic leadership styles is as follows :

Keywords : – Culture , Leadership Skill, Motivation , Subordinate , Stress ,

I. INTRODUCTION

The Leadership is very important for organization to develop in all fronts. The best leader will see that his organization is always on the top of the list. Best leaders in the world are always upgrading the skills to become best in the world. The use of power for the all-round development . The skill introduction of the leadership are to be inculcated in the personality and used for the controlling and coordinating the employees in the organization . The above paper highlights on various means of Power and skills of the leader.

II. THE AUTOCRATIC LEADER :

The autocratic leader centralizes power and decision making in himself Such leaders structure the whole work situation and are extremely task oriented. However, they take full responsibility for the exercise of their authority. Autocratic leadership is by definition negative in that it is based on threats and punishments. However, it can be positive as in case of benevolent autocrat, who chooses to reward his employees although he is autocratic. As must have been realized, no leadership style is the best style under all situations. The autocratic style permits quicker decisions and is more effective when the leader has less competent subordinates.

III. THE PARTICIPATIVE LEADER :

The participative leader, on the other hand, decentralizes authority. His decisions arise from consultation or participation with his followers. In this sense, he shares his power with the group. The leader and the followers thus act together as a social unit. The employees are better informed and the general trend may be that they are more motivated. The participative management style has become a modern fashion.

IV. THE FREE-REIN LEADER :

The free-rein leader hands over all the power to his subordinates. In fact, he avoids both power and responsibility. He leaves the goals to be established by the group itself. The subordinates must solve their own problems. They must provide their own motivations. Thus the leader plays a minimal role. The free-rein leader is just the opposite of the autocratic leader. The free-rein leader ignores the leader's contribution whereas the autocratic leader ignores the group's contribution. Thus this style is not advocated except in a situation where the leader may want to leave a choice to the group.

V. LEADERSHIP SKILLS

The research for leader traits has given way to attempts to identify leader skills. There are many lists of such skills in the practitioner-oriented literature. For example a rent list of suggested leadership skills critical to success in the global economy includes the following :

Cultural flexibility : In international assignments this skill refers to cultural awareness and sensitivity. In domestic organizations the same skill could be said to be critical for success in light of the increasing diversity Leaders must have the skills not only to manage but also to recognize and celebrate the value of diversity in their organizations.

Communication skills : Effective leaders must be able to communicate, in written form, orally, and nonverbally.

HRD skills : Since human resources are so much a part of leadership effectiveness, leaders must have human resource development (HRD) skills of developing a learning climate, designing training programs, transmitting information ad experience, assessing results, providing career counseling, creating organizational change, and adapting learning materials.

Creativity : Problem solving, innovation, and creativity provide the competitive advantage in today’s global marketplace. Leaders must possess the skills so not only be creative themselves but also provide a climate that encourages creativity and assist their people to be creative.

Self management of learning : This skill refers for continuous learning of new knowledge and skills. In this time of dramatic change and chaos, leaders must undergo continuous change themselves. They must be self-learners.

VI. CONCLUSION

The paper cover in brief about power in leadership to become effective leader The Author has discussed in effective manner how Power can be used for uplifting of the Society. The Skills are very important for any leader. The Communication plays a important role to be ahead in the competition.

VII. ACKNOWLEDGEMENTS

Author thanks all the well wishers for the research contribution to make this research possible. Help from Dr. Anil Gaikwad for compiling the result is very valuable.

REFERENCES

- [1] Herminia Ibarra and Otilia Obodaru (2009) Transforming Leaders -Women and the Vision Thing - Harvard Business Review South Asia – January 2009, pp.50-58
- [2] Jeffrey D. Ford and Laurie W.Ford (2009) Decoding Resistance To Change : Harvard Business Review South Asia, April, 2009 pp.83
- [3] Jay Dewhurst (2009)Leadership Failure : HRM Review, The Icfai Uni. Press, June, 2009, pp.51
- [4] Jay Dewhurst (2009)Leadership Style and Leadership Motivation : HRM Review, The Icfai Uni. Press, July, 2009, pp.37
- [5] Joseph H. Reitz (1987)Behaviour I Organization, 3rd ed. Irwin, Homewood, III, p.469.
- [6] Harsey P. and Blanchard K.H.(1982) Grid Principles and Situationalism : Both! A Response to Blake and Mouton –Group and Organization Studies, pp.207-10

==