

# Managerial Leadership

Leadership is a vague quantity in the field of managing. We can recognize its effects and see its results, but it is difficult to say exactly what it is.

The manager, who is a good leader, is able to direct his people much more effectively than if he were not.

He will be able to get them to work efficiently.

## To Inspire People

Managerial leadership is generally thought of as the ability of a manager to inspire his people so they will work to achieve the objectives of the organization.

For many years it was generally believed that good leaders were born and could not be made. This meant people had certain traits which made them leaders and if a person were not born with those traits, he would never be a leader.

However, this has been largely refuted, because of the difficulty in determining exactly what traits are important. Almost any set of traits a given leader has, can be shown not to exist in another leader.

Anyway, there are some attitudes, traits and abilities

which leaders exhibit that appears to be common in the majority. We should keep in mind that we are concerned with managerial leadership in



industry and similar organizations.

## Empathy

Probably the most mentioned attitude is empathy. This is, the ability of a manager to put himself in the other fellow's shoes. If the leader is to understand the worker's feelings about his job and the company, he must be able to project himself into the situation as the worker sees it.

## Self-awareness

Another attitude the leader should possess is self-awareness. This probably ranks as high as empathy. Your self-

awareness is knowing yourself, how you affect others and how you appear to them. A manager is likely to be fairer in his dealings with his team if he knows his own image.

## Capacity for Hard Work

Most leaders exhibit a large capacity for work. They are willing to put in long hours, as well as tackle those jobs that others shun. Long hours and hard work are basic ingredients for success.

## Enthusiasm

Another observation made concerning leaders is their ability to project enthusiasm. When the workers become affected by this enthusiasm, they tackle their jobs with interest and excitement.

## Responsibility

Finally, in observing persons who are successful, it has been noted they are not afraid to accept responsibility. In fact, most of the time they go out of their way to look for it.

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## Autocratic vs. Democratic

The experts have classified leadership styles into two general groups. The first is authoritarian and the other is democratic.

The authoritarian leadership style is generally a one-man rule type of operation. There is only one way to do anything and that is the leader's way. He runs a tight ship, calls all the signals, and accepts no excuses.



On the other hand, the democratic leadership style is just the opposite. Here the leader and his group get together, set their objectives and determine how they will accomplish them. The entire group works as a team with the leader being contacted only when exceptional decisions are necessary.

Attitudes, traits, abilities. Style. The leader uses what works best for him.

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