**Leadership**

**Introduction:**

Leadership refers to the ability of an individual or a group of individuals to influence and guide followers or other members of an organization or an establishment. Leadership involves making firm and sometimes difficult decisions, creating and articulating a clear vision, establishing achievable goals and providing the followers with the necessary knowledge and tools in order to achieve those goals.

Although the terms leadership and management are sometimes used interchangeably, they do not denote the same concept. Leadership involves creating and articulating a vision and inspiring others to work diligently towards that vision. But leaders may not be skilled at or involved with the day-to-day management of the work needed to turn that vision into a reality. Management, on the other hand, is the oversight of the tactical steps required to complete the work needed to actually achieve the objective.

Leadership often requires leaders to take on certain management tasks, but good leaders understand that their strengths are different than those exhibited by good managers who excel in articulating the steps required to complete tasks and holding people accountable for achieving their share of assigned work.

**The significance:**

Leadership is an important function of the management which helps to optimise efficiency and achieve organizational goals. The points that I am going to tell now justify the importance of leadership in an establishment or concern.

1. **A leader initiates action-**A leader is a person who starts the work by communicating the policies and plans to the subordinates from where the work actually starts.
2. **A leader motivates-** A leader proves to be playing an incentive role in the working of an establishment or organization. He motivates the employees with economic and non-economic rewards and thereby gets the work done from the subordinates.
3. **A leader provides guidance-** A leader has to not only supervise but also play a guiding role for the subordinates. Guidance here essentially means instructing the subordinates the way they have to perform their work effectively and efficiently.
4. **A leader instils confidence-** Confidence is an important factor which can be achieved through expressing the work efforts to the subordinates, explaining them clearly their roles and providing them guidelines to achieve the goals effectively. It is also important to listen to the employees with regard to their complaints, grievances and problems.
5. **A leader builds morale-** Morale denotes willing co-operation of the employees towards their work and taking them into confidence and winning their trust. A leader can be a morale booster by realizing optimal co-operation so that they perform with best of their abilities as they work towards achieving goals.
6. **A leader builds work environment-** Management is getting things done from people. An efficient work environment helps in sound and stable growth. Therefore, human relations should be kept in mind by a leader. He should have personal contacts with employees and should listen to their problems and solve them. He should treat employees on humanitarian terms.
7. **A leader facilitates co-ordination-** Co-ordination can be achieved through reconciling personal interests with organizational goals. This synchronization can be achieved through proper and effective co-ordination which should be the primary motive of a leader.

**Conclusion:**

Leadership serves several functions considered crucial to the success of an organization. One of the most important functions of a leader is to provide a clear and unambiguous vision for the organization. The leader explains the vision and also what exactly the members of the organization must do in order to achieve it.

While an organization might have people with various talents and capabilities, it is robust leadership that harnesses individual efforts towards the collective goal. By inspiring and motivating teams and coordinating personal actions for the advancement of a common goal, leaders help their organization to achieve excellence.