

Being the best leader your organization can have

Author: Lindah Mavengere . June 2020

[Leadership](#) may be defined as the ability of an individual to guide other individuals, teams, or an entire organization. A good leader has a clear vision of the direction their organization is supposed to take and makes strides in ensuring none of their team members are left behind. An organization's success is heavily dependent on the leadership it has. Without the right person at the top of the leadership structure, a company may sink into oblivion sooner than can be imagined. This article will explore how one may be able to optimize their abilities to become the best leader their organization deserves.

The role of emotional intelligence in leadership

An essential component of good leadership is the possession of [emotional intelligence](#). According to Daniel Golman, “Without it, a person can have the best training in the world, an incisive, analytical mind, and an endless supply of smart ideas, but they still won't make a great leader” (Goleman, 2005). In this regard, emotional intelligence is a critical component in the making of a great leader. Several building blocks come together and complement each other in making up one's emotional intelligence.

Components of emotional intelligence

[Emotional intelligence](#) is the ability to understand, use, and manage your own emotions in positive ways to relieve stress, communicate effectively, empathize with others, overcome challenges, and defuse conflict. The components of emotional intelligence all work together to ensure one is an effective leader in their organization. These components will be outlined and further explained.

Empathy

[Empathy](#) is the ability to experience and relate to the thoughts, emotions, or experiences of others. A good leader can commiserate with their employees, and find an understanding of what their subordinates are experiencing. A workplace with this kind of leadership builds an emotional connection between an employer and its employees. If the employee can see their employer as a human with feelings and emotions, they feel obliged to do right by them and give them the best of their abilities. It is therefore key for leaders, who so frequently must interact with other individuals, groups, and organizations, to build connections authentically.

Self-Awareness

Self-Awareness is having an intimate knowledge of one's inner emotional state. A good leader is supposed to be self-introspect and identify their strengths and weaknesses. When one knows their capabilities, one can utilize them and reach their maximum potential. By knowing their weaknesses as well, they can make action plans to further improve themselves and improve themselves.

Self-Management

One of the qualities of a good leader is the ability to manage yourself effectively. As a leader, it is critical to know how to get things done, organize tasks, and avoid putting off things to the last minute. This attribute also includes effective decision-making and separating important decisions from less important ones. Self-management requires a certain level of self-discipline in an individual to ensure that tasks are prioritized effectively and carried out successfully.

Motivation

The mark of a great leader is the ability to successfully motivate their team members to drive towards the same goals. Leaders do not lead by telling people what they have to do, instead, leaders cause people to want to help them. For this to happen naturally and successfully, the leader must be able to show their employees through their actions. A good leader must have a natural drive to help others and inspire their employees to emulate their actions.

Good leaders effectively model the way, inspire a shared vision, challenge the process, enable others to act, and encourage positivity. A successful organization is one in which employees are inspired by the leadership they have, have common respect driven by an appreciation for their leader, and strive to work towards the success of their organization.

Lindah Mavengere is a Business Consultant at Industrial Psychology Consultants (Pvt) Ltd, a business management and human resources consulting firm.

LinkedIn: <https://www.linkedin.com/in/lindah-mavengere-552b32b2/>

Phone: +263 242 481946-48/481950

Mobile: +263 717 988 319

Email: lindah@ipccconsultants.com

Main Website: www.ipccconsultants.com

<https://thehumancapitalhub.com/articles/Being-The-Best-Leader-Your-Organization-Can-Have>