



A ROLE OF GOOD LEADER IN ORGANIZATION DEVELOPMENT

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Abstract:

Leadership is the action of leading a group of people or an organization and Organization is a group of people working together for common goal. This paper presents a systematic review of a role of a good leader in Organizational Development. Leadership plays a central role in the success and direction of a business. Organizations depend on successful leaders to communicate its mission, vision and goals, Strong leadership are critical to an organization's competitiveness because it drives change and innovation. The best leaders keep an eye on changing directions in their industry, promote new ideas from within their company and bring in innovative thinkers.

Keywords: *Leadership, organizational development, Leader*

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Introduction:

-- *“A leader can be defined ability to get other to follow willingly”*

In the earlier period, leadership was called “management,” with an highlighting on providing technical expertise and direction. The context was the traditional industrial economy command-and-control organization, where leaders focused exclusively on maximizing value for shareholders. In these organizations, leaders had three roles: *planners* (who develop strategy, then translate that strategy into concrete steps), *directors* (who assign responsibilities), or *controllers* (who ensure people do what they’ve been assigned and plans are adhered to),but now a day’s Effective Leaders possess vision, communication skills, empathy, integrity, and adaptability. They inspire and motivate others, create an environment of trust and collaboration, and make informed decisions.

This skill is not limited to a specific role; it is a mindset and a set of skills that anyone can develop. It goes beyond management and focuses on inspiring people to achieve their full potential, ultimately driving success and positive change.

Leadership:

Leadership is the art of inspiring and guiding individuals towards a shared objective. It involves influencing others positively, harnessing their collective efforts, and setting a clear direction.

That’s how the Oxford Dictionary defines leadership. In simple words, leadership is about taking risks and challenging the status quo. Leaders motivate others to achieve something new and better. Interestingly, leaders do what they do to pursue innovation, not as an obligation. They measure success by looking at the team’s achievements and learning.



Organizational Development:

Organizational development is a important and science-based process that helps organizations build their capacity to change and achieve greater effectiveness by developing, improving, and reinforcing strategies, structures, and processes.

Importance of Leader in Organizational development:

1. Motivating and inspiring Employees:

Motivate and inspire others is one of the important role of a good leader. Effective Leaders can ignite a sense of purpose and passion within their teams. A good leader can motivate team members with the help of proper communication, setting high standards, and leading by example to give their best efforts. By recognizing and appreciating the contributions of their team members, Leaders promote a sense of achievement and job satisfaction. This ultimately leads to increased productivity and organizational Development.

2. Innovation and change:

Innovation and change are essential for the growth and sustainability of any organization. Leaders who encourage innovation create an environment that values creativity, risk-taking, and fresh ideas. Leader empower their teams to challenge think outside the box, and embrace new approaches. With motivating towards a culture of innovation, Leaders inspire individuals to explore new territories and develop ground breaking solutions. They can also adapt to ever-changing circumstances. This ability to drive innovation and change keeps organizations ahead of the curve and enables them to thrive in competitive environments.

3. Building and developing high-performing teams:

Leadership is helpful in building and encouraging high-performing teams. Effective Leaders understand the importance of assembling a diverse group of people with complementary skills and perspectives.

Good leader create an inclusive environment where each team member feels empowered and valued to contribute their unique talents.

Leaders encourage teamwork and synergy By fostering collaboration, trust, and open communication. This enables the collective to achieve remarkable development in organization. Leaders also invest in the development of their team members by mentoring, coaching, and providing growth opportunities,. This helps the Leaders reach their full potential and ensure long-term organizational development and success.

4. Achieving organizational goals:

Leadership is vital for achieving organizational goals and driving strategic initiatives. Leaders provide direction and clarity by articulating a compelling vision and establishing achievable objectives. They align the efforts of individuals towards a shared purpose and mobilize resources effectively. By communicating expectations, setting priorities, and monitoring progress, Leaders keep teams focused and on track. Their ability to make informed decisions, solve problems, and navigate challenges is instrumental in overcoming obstacles and steering the organization towards success.

5. Developing a positive organizational culture:

Leadership plays a crucial role in molding the culture of an organization. The values, behaviors, and attitudes Leaders demonstrate set the tone for the entire workforce. Effective Leaders lead by example, embodying the desired cultural traits such as integrity, transparency, and respect. They also promote a collaborative and inclusive environment where diverse perspectives are valued.. A positive organizational culture not only enhances employee engagement and satisfaction but also attracts and retains top talent, contributing to long-term success.

6. Guiding through uncertainty and change:

Effective Leaders provide stability, guidance, and a



sense of direction when faced with challenging circumstances. They maintain calmness, communicate openly, and provide reassurance to their teams. By demonstrating resilience and adaptability, Leaders inspire confidence and help individuals navigate through ambiguity and adversity. Their ability to instill trust and confidence in others fosters a sense of unity and enables teams to overcome obstacles together.

Relation between qualities of leader and organizational development:

The organizational development process is centered on improving the overall effectiveness, resilience and success of an organization. A good Leader plays a vital role in organizational development.

1. Inspiration quality of leader and Employee development:

Leaders are self-motivating, and this makes them great influencers. They are a good inspiration to their team members. Leaders help others to understand their roles in a bigger context by Introducing training, learning and process improvements that support increased productivity and help team members keep up with new and shifting demands. .

2. Communication skills:

Leaders possess great communication skills. They are transparent with their team and share failures and successes with them. Improving organization communication to create more transparent work environment where employees feel valued and work more efficiently and honestly for organization.

3. Vision and organizational goals:

Leaders are visionaries. They have a clear idea of what they want and how to achieve it. Being good communicators, leaders can share their vision with the team and improved culture by Supporting morale and satisfaction within the organization by creating a positive, engaging and inclusive culture that aligns with the organization's values and goals.

4. Never give-up spirit:

Leaders challenge the status quo. Hence, they never give up easily. They also have unique ways to solve a problem. A good leader always has a quality to stand in any situation and motivate team members for organizational goals

5. Empathy:

A leader should be an emotional and empathetic fellow because it will help them in developing a strong bond with their team. Furthermore, these qualities will help a leader in addressing the problems, complaints, and aspirations of his team members. A good leader always passionate to **Creating** a dynamic and resilient organization that can seize opportunities, adapt to change and thrive in the face of new challenges.

6. Objective:

A good leader should be objective. Leader implementing interventions that identify and address operational inefficiencies streamline processes and enhance overall performance. By optimizing workflows and reducing waste, organizations can meet goals and achieve higher productivity, **better performance, efficiency** and profitability.

7. Intelligence:

A good leader must be intelligent enough to arrive at business solutions to difficult problems. Furthermore, a leader should be analytical and should weigh the pros and cons before making a decision. This quality can be polished with an all-inclusive leadership training program. A good leader also has expertise in Implementing strategies for recruiting, developing and retaining top talent, ensuring that the organization has the skills and expertise needed for current and future challenges.

8. Open-mindedness and creativity:

A good leader is someone who is open to new ideas, possibilities, and perspectives. Being a good leader means understanding that there is no right way to do



things. Therefore, a good leader is always ready to listen, observe, and be willing to change. They are also out-of-the-box thinkers and encourage their teams to do so. **A successful leader always try to** Cultivating a culture of continuous improvement by promoting an environment of creativity and experimentation, enabling employees to contribute ideas and try new approaches in order to improve processes, products and services.

9. Patiently resolve conflicts

A good leader understands that a business strategy takes time to develop and bear results. Additionally, they also believe that ‘continuous improvement and patient’ leads to success. Internal conflict is one of barriers in organizational development A good leader always try to communicate and collaborate to support better teamwork, more trusting relationships and a positive and productive work environment.

10. Flexible and Adaptation to change:

Since leaders understand the concept of ‘continuous improvement, they also know that being adaptable will lead them to success. Nothing goes as per plan. Hence, being flexible and intuitive helps a manager to hold his ground during complex situations. **Leader always try to** Encouraging a culture of adaptability and resilience to effectively navigate changes in the business environment such as advancements in technology, increased competition and market shifts.

Conclusion:

Good leaders always motivate and inspire their followers and try something innovative work. Leaders play a vital role in building and developing high performing team which results in high productivity, high profitability and High efficiency which leads to Organizational Development. Never give up spirit of leaders develop positive organization culture, leads to achieve organizational goals.

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