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## **PROBLEM OF LEADERSHIP IN ORGANIZATIONS**

*Annotation. The problem of leadership and its different approaches. The essence of leadership, its main definitions, and the core competencies of leadership have been studied.*

*Анотація. Розглянуто проблему лідерства та різні принципи лідерства. Вивчено сутність лідерства, його основні визначення та головні матеріали стосовно цієї проблеми.*

*Аннотация. Рассмотрена проблема лидерства и различные принципы лидерства. Изучена сущность лидерства, его ключевые определения и основные материалы по этой проблеме.*

*Key words: leadership, management, resource, employee.*

Effective leadership is the ability to successfully integrate and maximize available resources within the internal and external environment for the attainment of organizational or societal goals. In fact, an effective leadership is an efficient business.

The aim of this research paper is to study the basic problems of leadership, to show why leadership is important and to examine the main ways of problem solving.

The main objectives of this paper are to consider the notion of a leadership in general and to learn leadership in organizations.

Although a great number of outstanding people such as Plato, Plutarch, John Kotter or Rosabeth Moss Kanter worked in the field of this problem, I think this problem has not been studied properly way and nowadays it just continues to develop.

The problem of leadership has no obvious definition or solution but it is still very important for development nowadays, because situations require new leadership skills and competencies, a dynamic process that emphasizes the need for quality, flexibility, adaptability, speed, and experimentation. Leadership is a key quality in successful organizational change. A well-known innovator of his own time, George Bernard Shaw said that the reasonable man adapts himself to the world, while the unreasonable man persists in trying to adapt the world to him. Therefore, all progress depends upon the unreasonable man.

The practical application of the paper is to realize the role and the value of leadership and to be able to apply this knowledge in the future studies and career.

History's greatest philosophical writings have explored the question of "What qualities distinguish an individual as a leader?" Underlying this search was the early recognition of the importance of leadership and the assumption that leadership is rooted in the characteristics that certain individuals possess [1].

Leadership has been described as the "process of social influence in which one

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person can enlist the aid and support of others in the accomplishment of a common

task". Alan Keith of Genentech states that, "Leadership is ultimately about creating a way for people to contribute to making something extraordinary happen." According to Ken Ogonnia, "effective leadership is the ability to successfully integrate and maximize available resources within the internal and external environment for the attainment of organizational or societal goals" [2].

Leadership is organizing a group of people to achieve a common goal. The leader may or may not have any formal authority. He or she influences the behavior of others through communication into a group of people towards a specific result. An effective leader as an individual with the capacity to consistently succeed in a given condition and recognized as meeting the expectations of an organization or society. Leaders are recognized by their capacity for caring for others, clear communication, and a commitment to persist.

Many people consider leadership to be an art, and many consider it to be a science. Organizational leadership is a blending of the art and the science in order to give a company direction. There is no single doctrine outlining the rules and beliefs of this business tool, but there are several similarities no matter what the company or goal. Learning organizational leadership doesn't require a college degree and can be applied in a variety of diverse careers [3].

Organizational leadership does not mean having a boss think of a command and then watch as it is filtered throughout the ranks. Organizational leadership, instead, is the ability of management to understand its employees and company goals enough to bring everyone together. Frequently, an organization with excellent leadership will have employees who feel that their opinions are valued and that their work is highly important to the shared success of the whole organization. There is no single technique to ensure that this happens [3].

Leaders emerge from within the structure of the informal organization. Their personal qualities, the demands of the situation, or a combination of these and other factors attract followers who accept their leadership within one or several structures. Instead of the authority of position held by an appointed head or chief, the emergent leader wields influence or power. Organization's design specifies how goals are subdivided and reflected in subdivisions of the organization. Leadership, as defined by most dictionaries, means "to go before, or with, to show the way, to induce." Every organization needs a leader (and preferably several leaders) to "show the way" to others as the organization strives to define and achieve its goals [4].

Whether these goals are entrepreneurial or humanitarian – or both – the leader's work is to instill a sense of purpose and passion to the work that the organization undertakes.

Identifying, developing and sustaining leadership in the organization must be one of the strategic objectives. Without leaders at every level of the organization, it may well under-perform. It may miss strategic opportunities, stifle innovation, underutilize your employees, and fall short of its goals in customer service, quality, productivity, and profitability.

Leadership at every level makes all of the difference as to whether your company will be around for the long haul. Invest in leadership today to sustain your success for tomorrow and beyond.

In conclusion it should be said that the problem of leadership becomes more and more significant nowadays, because public leadership and competent leaders are keys to success.

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