



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

LEADERSHIP SKILL DEVELOPMENT

Dr. Sanjay N. Kaninde

Department of Political Science, V.N.G.I.A.S.S. Nagpur. M. S.

INTRODUCTION:

Success and failures depend on leadership provided in Administration. Leaders are the wheels of administrative machinery. They run the administration smoothly. The successful implementation of various policies and programme depends for their success on able leadership. Now we must developed the leadership skills to run the effective administration there are emerged the new concepts in administration such as Good governance, E-governance. etc., to implement these concepts fully in administration requires skilled leadership Growth in technology and specialization too have made leadership very difficult and complex. Thus, the first and the foremost task of administration is to provide leadership, that is to direct, control and coordinate the activities of a group of persons with a view to achieving the desired goals of the administration.

CONCEPT OF LEADERSHIP

There is no unanimity among philosophers about its contents “Indeed, I have never observed any leader, nor any statement of followers that acceptable express why they followed”, says Barnard¹ according to millet ‘leadership is often made or broken by circumstance’² According to him, “The essential circumstances of leadership are two fold, political and institutional. By the political conditions of administrative leadership, we mean the need to be responsive to external political direction and control... By the institutional conditions of leadership, we mean the need to be responsive to the requirement of internal operation of keeping an administrative agency in actual running ordre.”³

In short, we can say, leadership is the ability of an individual or a group of individuals to influence and guide, to their followers or members of organizations.

An effective leader demonstrate following traits. These are self-confidence, positive outlook, strong communication and management skill, open mind, charity of thought and objectives, creative and innovative thinking, responding and not reacting, Clear mind , willingness to look at another point of view & readiness to accommodate, empathy, remain in present, seek result-not perfection, for sight, decisiveness, good public relations, participative management and many more.

HOW TO DEVELOP LEADERSHIP

The first and the foremost task of administration today is to provide leadership, that is to direct, control and co-ordinate the activities of a group of persons with a view to achieving the desired goals of the administration. Now that administration has come to be regarded as a 'science' and a skill or technique has accepted as a 'profession', the need for Training administrator have been universally reorganized. In the words of Barnard, "I suppose no one doubts that without education the supply of leaders of administration competent for conditions of the modern world would be wholly inadequate and many of us suspect that if we knew better how to train men, we should be much better able then we are to cope with the social dilemmas we confront".⁴

HOW TO SELECT LEADERS ?

Administrators are born or made? is a highly ticklish question. The very first question that arises here is : Are leaders manufactured or are they simply identified? In other words, is the task merely to discover persons with qualities of leadership and put them in position? administrative leaders today are secured by selection and not by formal preparation. But how to select such persons? In the words of Dr. Avsthi Maheshari, selection on the basis of written test is loaded heavily in favour of intellectual caliber, selection in on the basis of prolonged psychological cum intelligence cum observation basis, as in the Army, succeeds better in locating persons with skill of cooperation, coordination, leadership, organization etc. the role of experience in building up leadership however, should not be underestimated. In the words of Bernard, "Balance, perspectives, and proportion in the senses relevant to leadership are too suggests that administrator should be encouraged to gain experience in leadership from outside the organization they

work in practice in leading is as important as in any other sphere. There is no substitute to a person's experience in carving out a place for himself against odds.⁵

In short, proper method of selection formal education and training and informal as well as formal experience will all be needed to create the requisite quality. The truth however, remains that leadership is not given, it is assumed.⁶

WAYS TO DEVELOP LEADERSHIP SKILLS

There is no definite ways to develop leadership skills, but certain way can help to developed leadership skills are as follows :

- Inculcate ethical values
 - Practicing discipline
 - Gain knowledge
 - Be a good listener
 - Keep learning
 - Be a motivator
 - Be creative and innovative
 - Take responsibility
 - Be punctual
 - Follow the rules
 - Taking initiative
 - Critical thinking
- 

CONCLUSION :

Leadership skill can play a vital role to successful in administration. There are various skills to develop, such as technical skill, soft skills, managerial skills etc. there are many different types of leaders, but very few people are natural born leader, most of us need to learn, develop and improve on how to be a good leader. Leadership development involve identifying and mastering the key skills and characteristics that are required to become a successful leader.

REFERENCES :

1. Dr. Avasthi & Maheshwari, Public Administration, P. 272, Lakshmi Narain Agrawal, Agra, Reprint-215.
2. Millet, John D., Elements of Public administration, (ed by M. Marx), 1964, P.34.
3. Ibid, pp.37-38
4. Barnar, Op Cit P.194.
5. Dr. Avasthi & Maheswari , P. 278-279.
6. Ibid, P.279.
7. Matecaff, H.C. Dynamic Administration.
8. Allen L.A.-Management and organization.

