

# Impact of Effective Leadership in Organizational Performance

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**Abstract-** A leader is a person or thing that has power and influence over others or he is higher in rank, status or quality among his counterparts or field and is able to exercise a higher degree of control or influence over others. A leader is a person who tries to balance varying interest among managers, employees and other business stakeholder. In all varying degrees of life, leadership involves establishing a clear vision, sharing that vision with others so that they follow instructions willingly. It provides the information, knowledge and methods to realize that vision. It also coordinates and balances the conflicting interests of all members and stakeholders. A good leader must take responsibility for the well-being and improvement of his followers always because as a leader, you need to think about how each individual affects the group and how all members of the group are fleeing whether good or bad. Effective leadership is one key element in the success of a group and virtually anyone can learn to be an effective leader. It will be good to have in mind that we need leadership in all aspect and facets of life in order to have a truly democratic society. The thrust of the research work is to examine leadership and impact of effective leadership in organizational performance. The thesis shall take into account what is leadership, types of leaderships, and the best way to achieve best leadership results.

**Keywords:** Control, Follower, Leadership, Management, Organisation, Performance, Society

## I. INTRODUCTION

The word 'leadership' has been used in various aspects of human life and endeavours such as in government, politics, businesses, academics, social works etc. It is in fact inevitable to succeed in all aspects of human endeavours without leadership. There are various definitions about who a leader is. A leader is an individual whose work is to guide others into achieving a common goal. Leadership is the ability of superiors to direct, guide and motivate people towards the attainment of given set of goals in an organization, Robin (2000). Previous written works, especially those considered of superior or lasting artistic merit about leadership shows it as a personal ability but it is not so in this modern days. According to "Jonathan, Ian & Stephanie 2012 a leader shows others the way by examples and creates an environment that makes other team members feel involved in the whole process". Rauch & Behling sees leadership as the process of influencing the activities of an organized group toward goal achievement. While Tannenbaum, Weschler & Massarik sees leadership as interpersonal influence, exercised in a situation, and directed, through the communication process, toward the attainment of a specified goal or goals. Leaders help themselves and others to do the right things. They set direction, build an inspiring vision, and create something new. However, whichever way you see leadership as, leaders must possess or have the drive to push others in situations that are favourable and he or she must motivate all resources at his or her disposal to ensure that a favourable outcome is obtained from unfavourable circumstances, (Radman 2007). Leadership is about mapping out where you need to go to "win" as a team or an organization; and it is dynamic, exciting, and inspiring.

## II. LITERATURE REVIEW

### 2.1 Theoretical Framework

"Leadership is a complex moral relationship between people, based on trust, obligation, commitment, emotion, and shared vision of the good." (Ciulla). Leaders play a very significant role in all aspects of human endeavour irrespective of countries economic and political policies. This is to further stress that the need for leadership in human society has been felt in all stages of human history and in particular periods in history or a person's life through development of human civilization. However, definition of leadership have been given by several Economist, sociologist psychologists, social anthropologists, philosophers,

political scientists, social workers etc. but in all they all tend to give their definitions according to their field of study, views and perspectives.

For centuries, leadership was in monopoly of aristocracy. It is of opinion that leaders are born with leadership traits and training is only meant to improve these leadership skills. This means that in order to make a good leader, a person needs to be born with basic leadership traits. These basic traits are then improved through experience or learning. There has been a long time debate as people try to understand if leaders are actually born or are made. This debate has resulted in different lines of thoughts as some people are of the opinion that leaders are born while others are of the contrary opinion (Anton 2004). However, with modernisation and more awareness in research and technology the idea that leaders are born and not made is slowly disappearing all over the world.

The “term” leader has been used to indicate a position in an organisation or an individual who has been designated as leader by voluntary action of the group and it consists of a relationship between an individual and a group. Several Economist, sociologist psychologists, social anthropologists, philosophers, political scientists, social workers etc. have identified leadership as an important subject in the field of organizational behaviour. Leadership is the art of influencing others to their maximum performance to accomplish any task, objective or project, (Cohen, W.A. ‘The Art of a Leader’ Englewood Cliffs, NJ: Prentice Hall, 1990, p. 9). Looking at various definitions of leadership it will be noticed that the major similarities in the definitions are the interpersonal relationship and collective intention of achieving their objective goals. Excellent leader not only inspires subordinate’s potential to enhance efficiency but also meets their requirements in the process of achieving organizational goals according to Lee and Chuang (2009). Thus, leadership performance has a direct link and relationship with organisational performance.

On the other hand, organizational performance comprises of the actual output or results of an organization as measured against its intended outputs. According to Richard et al. organizational performance encompasses three specific areas of firm outcomes: financial performance; product market performance; and shareholder return. In addition, organisational performance refers to ability of an enterprise to achieve such objectives as high profit, quality product, large market share, good financial results, and survival (Koontz and Donnell, 1993). Thus, understanding the impact of effective leadership in organizational performance is very vital and important because Economist, sociologist psychologists, social anthropologists, philosophers, political scientists, social workers etc. view leadership as one of the key driving forces for improving a firm, organisation or even governments performance.

In this article, the researcher intends to focus on the process of leadership. In particular, the researcher will discuss on all leadership models and look at each element in a detailed manner.

## **2.2 Concept of Leadership**

As said earlier leadership is very vital and important for all facet of life, so effective leadership is an integral aspect of management and in fact, it sustains competitive advantage for improvement in human and organisational performance. Leadership is a process by which a person influences others to accomplish an objective and directs the organization in a way that makes it more organized and logical. Leadership is a process whereby an individual influences a group of individuals to achieve a common goal and they do this by applying their leadership knowledge and skills. A good, able, capable and eligible leader influences his followers, subordinates in accomplishing the goals and objectives of the organisation, and directs it in a way that makes it more cohesive and coherent. While some believe leaders are born, others believe it is learned and the skills and knowledge possessed by the leader can be influenced by his attributes or traits, such as beliefs, values, ethics and character. It will be however good to note that the impact of leadership can have two faces either positive or negative. The impact of poor leadership in an organization can be characterised by lack of ability to provide direction to the team, lack of coordination etc. that may stem from their own lack of vision and lead to the organisations pitfall. In the other way effects of good leadership is high morale, good employee retention etc. which leads to sustainable long-term development and success of the organisation.

## **2.3 Theories of Leadership**

The research work tries to bring light on theories of leadership. Leadership theory dates back to earliest theory context of the “great man” theory, which actually dates back to the ancient Greeks and Romans. Great psychologists and other researchers try to find out what leadership is and what its causes are. It is in this regard that many psychologists and researchers of both ancient and recent times try to identify the physical, mental, and personality traits of various types of leaders. Views on leadership varies according to peoples understanding and perspective so also different physiologists, researchers and school of thoughts view leadership as a series of specific traits or characteristics while others see it as it comprises of certain skills and knowledge and some, think of leadership as a process with emphasis on social interaction and relationship.

In virtually all of the more dominant theories, there exist the notions that, at least to some degree, leadership is a process that involves influence with a group of people toward the realization of goals, (Steve Wolinski). People have long been interested in leadership throughout human history, but it has only been recently that a number of formal leadership theories have emerged. Below however are the major theories of leadership:

- ❖ **"Great Man" Theory:** The great man theory is a 19th-century idea according to which history can be largely explained by the impact of great men, or heroes; highly influential individuals who, due to either their personal charisma, intelligence, wisdom, or political skill used their power in a way that had a decisive historical impact. Great man theories assume that the capacity for leadership is inherent and is of the opinion that great leaders are born, not made. The theory believes leaders are born with a feature or quality of confidence, magnetism, captivation, intelligence, glamour, bravery, charisma, captivity etc. This theory focuses on the traits and actions of those who are considered great leaders, as if they were born with those traits of leadership; which leadership is a trait of those people, more than any skills that they had learned.
- ❖ **Trait Theory:** Trait theories often identify a particular personality or behavioural characteristics shared by leaders. For example, traits like extroversion, self-confidence, and courage are all traits that could potentially be linked to great leaders. The Trait theory postulates that people are either born or not born with the qualities that predispose them to success in leadership roles. This theory is similar in some ways to "Great Man" Theories and it asserts that leaders inherit certain qualities and traits that make them better to be great and suitable leaders. However, the trait theory assumes that since certain traits are associated with proficient leadership, it assumes that if you could identify people with the correct traits, you will be able to identify leaders and people with leadership potential. Leaders derive their authority from experience. Basic traits include self-awareness, social skills, self-control, motivation and empathy. Trait leadership is defined as integrated patterns of personal characteristics that reflect a range of individual differences and foster consistent leader effectiveness across a variety of group and organizational situations. D. Goldman is one of the major writers in trait-based theories of leadership.

*Table 1: Source, educational-business-articles*

 <p>Trait Theory of Leadership</p>	Knowledge of the business
	Initiative
	Tenacity
	Energy
	Decision Making Skills
	Flexibility
	Creativity
	Charisma
	Emotional Intelligence
	Drive and Motivation
	Confidence
	Honesty and Integrity

- ❖ **Contingency Theory:** Fiedler's contingency theory is a qualification or type of contingency theory. Contingency theories in general state that the effectiveness of leadership depends upon the situation, and there are numerous factors, such as the nature of the task, leader's personality, and make-up of the group being led. This contingency theory states that a leader's effectiveness is contingent on how well the leader's style matches a specific setting or situation. The contingency theories of leadership centre of interest or activity or focal point is on particular variables related to the environment that might determine which particular style of leadership is best suited for the situation. This theory is of the opinion that no leadership style is best in all situations. In situational the focus is on adapting to the situation, whereas contingency states that effective leadership depends on the degree of fit between a leader's qualities and style and that of a specific situation or context, (Steve Wolinski).

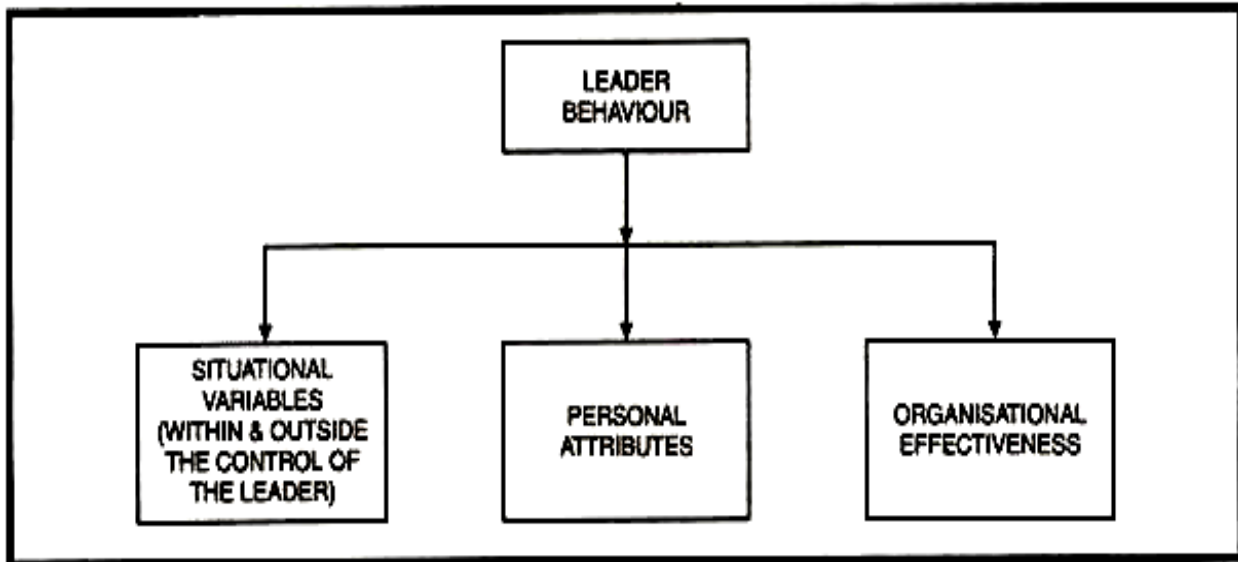


Fig.1: Source, yourarticlelibrary

- ❖ **Behavioural Theory:** The Behavioural theories take into consideration what is the matter of interest or importance of high leaders or in other words what do highly effective leaders do. Behavioural theories of leadership are based upon the belief that great leaders are made, not born. Educators prefer this theory because behaviours can rather easily be seen and duplicated. Critics of this theory are of the opinion that the theory does not help leaders know when to use certain behaviours and to share their motives for using those behaviours.

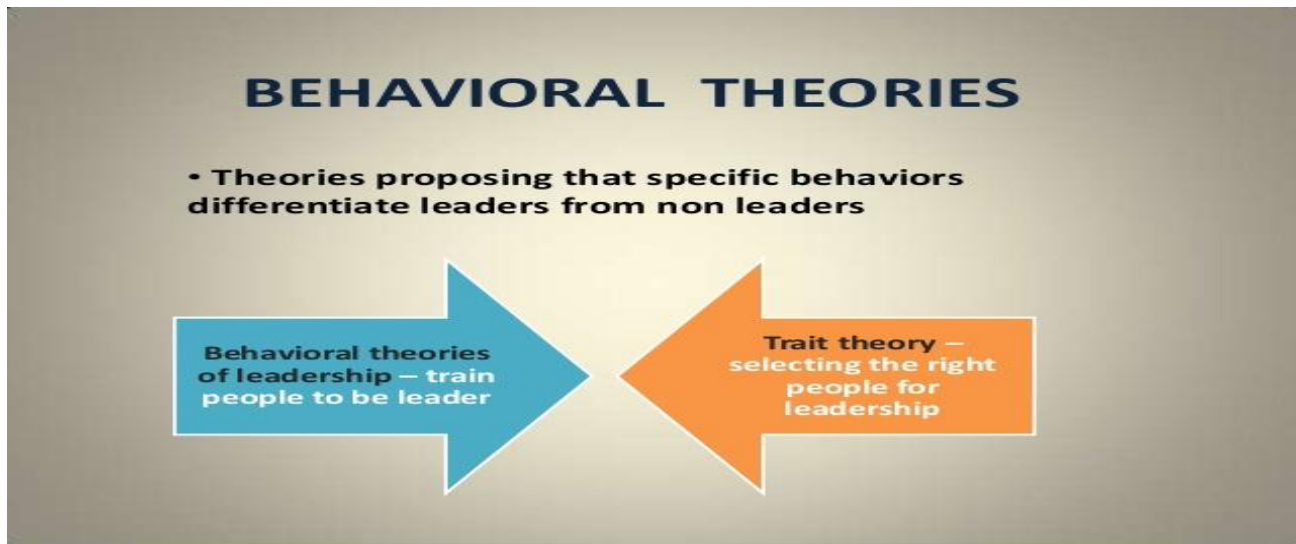


Fig. 2: Source, authenticityempowermentleadership

- ❖ **Management Theory:** Sociologist Max Weber developed the distinction between transactional and transformational leadership. This theory is also known and referred to as the transactional theories and it focus on the role of supervision, organization and group performance. These bureaucratic leaders give orders and expect others follow while this theory is based on a system of rewards and punishments. It is based in the notion that a leader’s job is to create structures that make it abundantly clear what is expected of his/her followers and the consequences (i.e. rewards and punishments) for meeting or not meeting these expectations.
- ❖ **Path-Goal Theory:** This theory is concerned with how leaders motivate their followers. The Path-Goal model is a theory based on specifying a leader’s style or behaviour that best fits the employee and work environment in order to achieve a

goal (House, Mitchell, 1974). The goal is to increase your employees' motivation, empowerment, and satisfaction so that they become productive members of the organization.

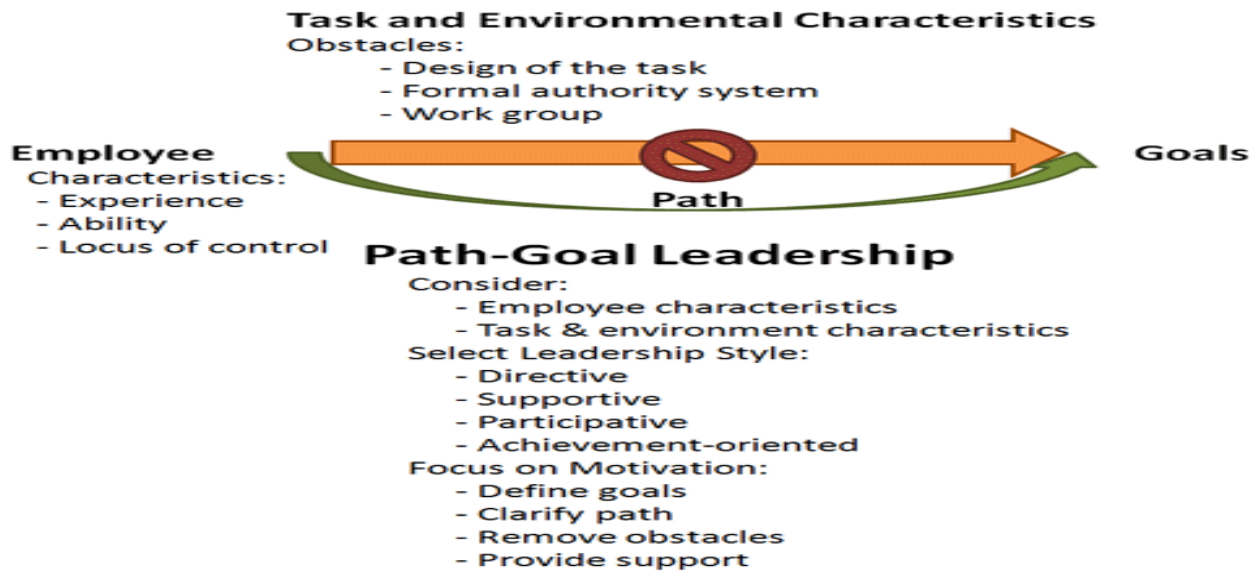


Fig. 3: Source, mmlink

❖ **Transformational Theory:** This is the opposite of transactional leadership. This theory states that leadership is the process by which a person engages with others and is able to create a connection that results in increased motivation and morality in both followers and leaders. This sort of leader is charismatic and seeks to overcome self-interest and coercion to motivate people. Transformational leadership is defined as a leadership approach that causes change in individuals and social systems. In its ideal form, it creates valuable and positive change in the followers with the end goal of developing followers into leaders. This sort of leader changes minds. His authority of command is based on his likability and ability to articulate a vision. This is also known as the relationship theories.

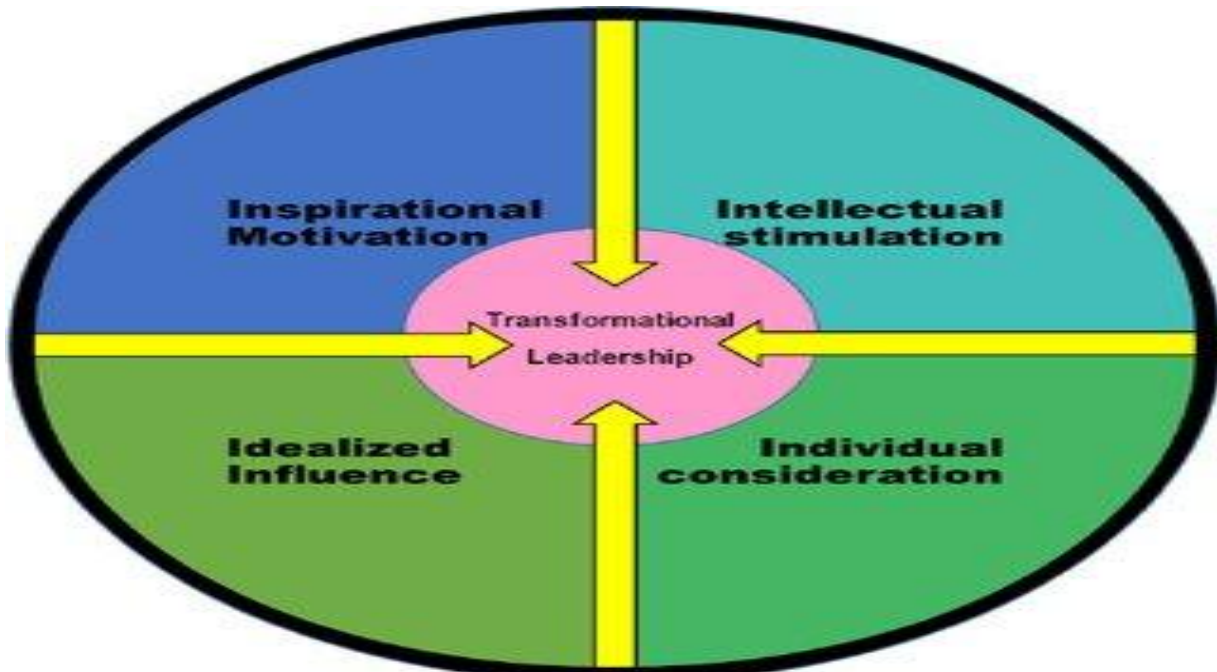


Fig. 4: Source, Transformational Leadership ...researchgate

❖ **Situational Theory:** Situational theories propose that leaders choose the best course of action based upon situational variables. The term “situational leadership” is most commonly derived from and connected with Paul Hersey and Ken Blanchard's Situational Leadership Theory”. This approach to leadership suggests the need to match two key elements appropriately: the leader's leadership style and the followers' maturity or preparedness levels. The assessment of these factors determines if a leader should use a more directive or supportive style, (Steve Wolinski)

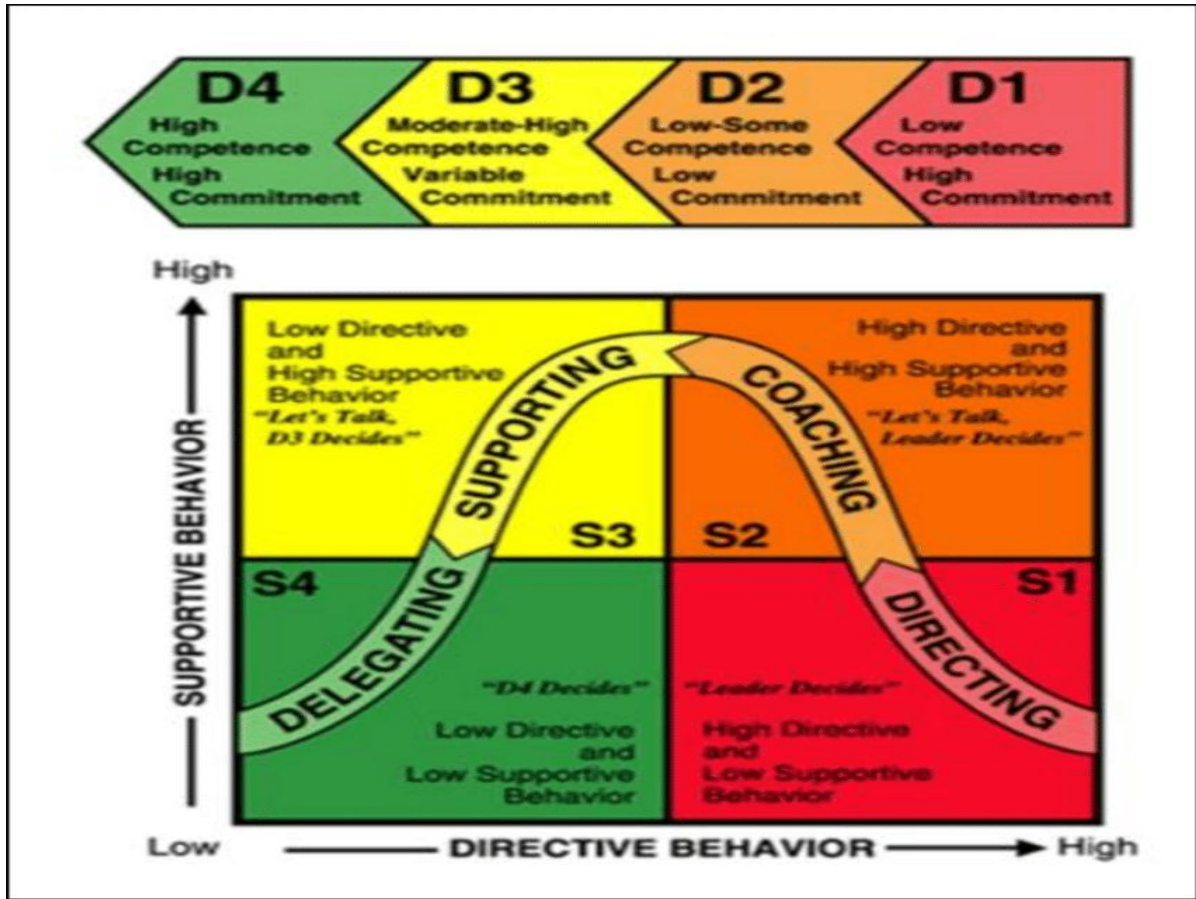


Fig.5: Source, Researchgate

- ❖ **Skill Theory:** This theory states that learned knowledge and acquired skills/abilities are significant factors in the practice of effective leadership. Style Leadership theory does not focus on who leaders are, but rather on what they do. It focuses on task and relationship behaviors (Burkus 2015). Although trait and skill theories have ideas that can be intertwined and can be compared to one another, style leadership theory differs quite drastically. The theory if of the argument and believe that learned skills, a developed style, and acquired knowledge, are the real keys to leadership performance.
- ❖ **Participative Theory:** Participative leadership theories suggest that the ideal leadership style is one that takes the input of others into account. In fact it is also referred to Participative Leadership Theory and Decision-making Style. Participative leadership, also known as democratic leadership, is one of the four participative decision-making styles where employers invite employees to take a part in organizational decision-making. In participative theories, however, the leader retains the right to allow the input of others.
- ❖ **Servant Leadership Theory:** The magnum opus of Robert Greenleaf, Servant Leadership is a recent theory of leadership that argues that the most effective leaders are servants of their people. This conceptualization of leadership reflects a philosophy that leaders should be servants first. The theory believes that servant leaders get results for their organization through whole-hearted attention to their followers and followers’ needs.



Fig. 6: Source, Novolaniste....info

## 2.4 Types of Leadership

There are different types of leadership styles that exist in different work environs all over the world and while some companies/people follow different leadership style, some offer same type of leadership style. Thus, It is only the culture and goals of an organization that determines which type of leadership suits to the firm. However, below are some types of leadership:

- ❖ **Autocratic Leadership:** Autocratic leadership style is centred on the boss and the boss the autocratic leader in autocratic leadership takes decision alone without consulting others. In this leadership style, the leader makes decisions without taking input from anyone who reports to them. “Ruling with an iron fist is rarely appreciated by staff, which can lead to high turnover and absenteeism.” This kind of leadership is common in military organisations. An authoritarian leadership style is exemplified when a leader dictates policies and procedures, decides what goals are to be achieved, and directs and controls all activities without any meaningful participation by the subordinates. Such a leader has full control of the team, leaving low autonomy within the group. In this leadership, leaders make decisions on their own without consulting subordinates and Employees are neither considered nor consulted prior to a direction, and are expected to adhere to the decision at a time and pace stipulated by the leader.
- ❖ **Laissez-faire Leadership:** Laissez-faire leadership gives nearly all authority to their employees and this is to say that laissez-faire leader does not exercise control on its employees directly. Laissez-faire literally means, “let them do” in French. This is typically translated to “let it be”. Laissez-faire Leadership employees are highly experienced and need little supervision because the laissez-faire leadership empowers employees by trusting them to work without supervision or reporting to superiors. Laissez-faire leadership, also known as delegative leadership, is a type of leadership style in which leaders are hands-off and allow group members to make the decisions. Researchers have found out that this is generally the leadership style that leads to the lowest productivity among group members. Laissez-faire leader does not provide continuous feedback to employees under his or her supervision. Thus, laissez-faire leadership gives authority to employees and is associated with leaders that do not supervise their team members and allow their employees to be fully or almost fully in charge. Laissez-faire leaders are characterised by their hands-off approach, allowing employees to get on with tasks as they see fit.
- ❖ **Charismatic Leadership:** The charismatic leadership style relies on the charm and persuasiveness of the leader. Charismatic leaders are driven by their convictions and commitment to their cause. Charismatic authority is a concept about leadership that was developed by the German sociologist Max Weber. It involves a type of organization or a type of leadership in which authority derives from the charisma of the leader. What sets charismatic leaders apart is that they are “essentially very skilled communicators, individuals who are both verbally eloquent, but also able to communicate to followers on a deep, emotional level,” said Ronald E. Riggio, Ph.D., professor of leadership and organizational psychology at Claremont McKenna College, in his Psychology Today article “What is Charisma and Charismatic Leadership?” The charismatic

leader is visionary and works by infusing high amount of energy and enthusiasm in his team. He sets as role model for his team and drives others to show high level of performance.

- ❖ **Bureaucratic Leadership:** Looking at the Bureaucratic Leadership it will be noticed that this kind of leader believes in structuring procedures of the firm or company and he makes sure that his entire employee adhere and follow all those laid structured procedures. Max Weber first described the bureaucratic leadership style in 1947. The bureaucratic style is based on following normative rules, and adhering to lines of authority. The Bureaucratic Leader mostly sometimes might give listening ears to his employees and might even consider the input of his employees, unlike autocratic leadership that takes decision alone without consulting others but not withstanding the Bureaucratic leader tends to reject an employee's input if it conflicts with company policy or past practices.
- ❖ **Strategic Leadership:** According to Wikipedia, “Strategic Leadership is the ability of influencing others to voluntarily make decisions that enhance the prospects for the organization's long-term success while maintaining long-term financial stability, “and “Strategic leadership balances a focused analytical perspective with the human. In Strategic Leadership Style the Head of the of the organisation is the leader. Strategic leaders sit at the intersection between a company's main operations and its growth opportunities. The strategic leader takes all burden of the interest of the executive by ensuring equitable and stable working conditions for both employers and the employees.
- ❖ **Democratic leadership:** Democratic leadership is also known as participative leadership and in this leadership style, subordinates are involved in making decisions and unlike autocratic, this headship is centred on subordinates' contributions. In Democratic leadership, “Workers usually report higher levels of job satisfaction in these environments and the company can benefit from better creativity.” According to Wikipedia, Democratic leadership, also known as participative leadership or shared leadership is a type of leadership style in which members of the group take a more participative role in the decision-making process. This type of leadership can apply to any organization, from private businesses to schools to government. The democratic leader has the final say in the firm but the leader delegate's authority to his lower ranks who work for the firm to achieve its objective goals. Democratic leadership is one of the most preferred leadership because of fairness, competence, creativity, courage, intelligence, honesty and communication is active upward and downward.
- ❖ **Situational leadership:** Developed by management experts Paul Hersey and Ken Blanchard in 1969, situational leadership is a theory that the best leaders utilise a range of different styles depending on the environment. Situational leadership refers to when the leader or manager of an organization must adjust his style to fit the development level of the followers he is trying to influence.
- ❖ **Facilitative Leadership:** Facilitative leadership is too dependent on measurements and outcomes – not a skill, although it takes much skill to master. Facilitative Leadership is a people-centred, quality and results driven process of developing and supporting a culture in the workplace that facilitates goal achievement through effective relational processes.
- ❖ **Transactional Leadership:** According to Wikipedia, Transactional leadership is a style of leadership in which leaders promote compliance by followers through both rewards and punishments. Through a rewards and punishments system, transactional leaders are able to keep followers motivated for the short-term. The Transactional leadership maintains or continues the existing state of affairs, i.e. the status quo. It exchanges process, whereby followers get immediate, tangible rewards for carrying out the leader's orders and it establishes a clear chain of command utilising a carrot and stick approach to management activities.
- ❖ **Transformational Leadership:** The Transformational leadership is concerned and focused on initiating change in organizations, groups, oneself and others. Transformational leadership is defined as a leadership approach that causes change in individuals and social systems. In its ideal form, it creates valuable and positive change in the followers with the end goal of developing followers into leaders. Transformational leaders motivate others to do more than they originally intended and often even more than they thought possible. They set expectations that are more challenging and typically achieve higher performance. The Transformational Leadership typically inspire staff by creating an environment of intellectual stimulation.
- ❖ **Team Leadership:** A team leader is someone who provides guidance, instruction, direction and leadership to a group of individuals (the team) for achieving a key result or group of aligned results.



- ❖ Cross-Cultural Leadership: According to Wikipedia, Cross-cultural psychology attempts to understand how individuals of different cultures interact with each other. Along these lines, cross-cultural leadership has developed as a way to understand leaders who work in the newly globalized market.

## 2.5 Qualities Of An Effective Leader

A good leader must possess some qualities in order to achieve the objective goals of the firm. Effective leaders have many common qualities. Good group leaders make an effort to learn and practise skills so they can be effective leaders. Some of the qualities of effective leaders are:

- ❖ they are honest
- ❖ they listen openly to others
- ❖ they are self-worth
- ❖ they keep to their promises
- ❖ they offer and accept constructive suggestions
- ❖ give clear directions
- ❖ they set and meet deadlines
- ❖ they are consistent
- ❖ they give formal and informal presentations
- ❖ they create a trusting and open climate.
- ❖ help members identify and solve problems
- ❖ set an example of desired behaviour
- ❖ they help others to be successful and to feel empowered
- ❖ they encourage members to do more, but know when it's too much.
- ❖ they show appreciation of others' contributions
- ❖ they show understanding
- ❖ they do not push too much.
- ❖ they encourage members to exchange ideas
- ❖ they handle conflict
- ❖ they guide the group in goal setting and decision making
- ❖ they delegate responsibilities
- ❖ they avoid phrases that cause resentment, reluctance and resistance.
- ❖ they ask questions of the group to prompt responses
- ❖ they create a productive atmosphere
- ❖ they show the members they aren't just the figurehead or decision maker

## 2.6 Impact of Leadership

To begin with, it will be good to note that impact of leadership in an organizational performance can be into effective or ineffective, to the sense that it can have either positive or negative impact. However, impact of poor leadership in an organization can be Lack of coordination and teamwork, Loss of morale, Lack of direction, Poor leadership, High cost no management, Low performance, Decline in confidence of team and host lots of others.

This research work is more concerned with the effective or positive impact of leadership in organizational performance. In order to observe an effective work performance in an organisation, work motivation may not be only key factor but that leadership effectiveness is very important to work performance. Leadership may be viewed in terms of the role of the leaders and their ability to achieve effective performance from others but Leadership is an important function in all kinds of businesses and organisations and is one the keys of its success all over the world. True leadership comes from influence, congruence and integrity. A successful leadership involves the management of relationships and communications within a team, and drives the team towards achieving a specific goal. In addition, each style of leadership has a distinct effect on the working atmosphere of a company, division, or team, and in turn may even have effect on its financial performance.

However, effect of effective leadership in organizational performance can be summarised as follows:

- ❖ The quality of leadership talent determines the fate of an organization by ensuring that their strategic plans are successfully carried out and implemented. Thus, this helps an organisation, firm or business to prepare for a more uncertain future.
- ❖ An effective leadership can help a business maintain singular focus on its operations, resulting to increasing growth and development.
- ❖ An effective leadership lead to making very good business decisions, which will lead to success of an organisation.
- ❖ Effective leadership also affects the organizational culture, and plays a part in the productivity of the organization.

- ❖ An effective leadership helps in good managerial principles that in return may reduce the cost of running the organisation, firm or business and this will in great deal leads to its growth and development.
- ❖ Business owners can use leadership skills to get managers and employees on the same page and refocus on the original goal.
- ❖ Employees who believe they have a direct owner-style relationship with the organization often find ways to improve their attitude and productivity.
- ❖ Leadership skills can help change an employee's mentality by instilling an ownership mind-set.
- ❖ Leadership skills can also help correct poor business practices or internal conflicts between employees.
- ❖ Successful organizational performance relies on the proper behaviour from managers and employees i.e. leaders.
- ❖ Effective leadership can be an evolutionary process in companies.
- ❖ Business owners who provide effective leadership can transform an employee from a worker completing tasks to a valuable team member.
- ❖ An organization depends on leadership to guide them through unprecedented changes.
- ❖ Without proper leadership, even the best and boldest strategies “die on the vine”, and their potential is never realized.

### III. CONCLUSION

The concept and definition of leadership and style may differ from one person or situation, to the other. According to Fairchild, “Leadership is a situation process in which a person because of his actual or supported ability to solve problems in the field of current group interests is followed by others in the group and influences their behaviour”. In view of Cecil A. Gibb, “Leadership implies a shared direction, and this, in turn, often implies that all parties to the leadership relation have a common goal or at least similar or compatible goals. Therefore, an act of leading implies an inter-individual relationship, and leading is one form of inter-individual influence.”

The research work points out that most researchers define leadership according to their view and perspective and according to how their field of studies sees leadership as. An economist sees definition leadership according to his view as economists, so does a financial analyst, banker etc. Leadership undeniably affects organizational performance, specifically employee outcomes and productivity. Leadership provides new opportunities to others by providing them with jobs and income opportunities etc.

The research work has viewed that Leadership is about leading by example. Therefore, to achieve daily life goals even to do list, we all have to depend on our leadership skills because leaders have their own logic; they do not follow the crowd. Thus, leadership is an important function of management, which helps to maximize efficiency and to achieve organizational goals. However, leaders, apart from their actions and personal influence, should be empowered to make the critical decisions and keep operations running smoothly and effectively.

The research work also identifies that effect of leadership can be either negative or positive and whichever one is achieved depends on the leader’s ability to provide direction to the team. In the other words leader’s ability to provide direction to the team, high morale, good employee retention etc. will inevitably lead to sustainable long-term development and success of the organisation.

Finally, the effect of good leadership cannot be over emphasized because effective leadership improves productivity of the workforce and improves ability to succeed under pressure. It also increases emotional intelligence, improves charisma and seriousness in business operations, improves growth in confidence in team, improves listening and communication skills etc. and this are few among others. Overall, effective leadership helps to prioritize leads and tasks based on their importance for continued going concern of an organization.

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### AUTHORS PROFILE

The researcher is presently a Lecturer at LIGS University Honolulu, Hawaii taking BBA, MBA, DBA and PhD students. He guides and assists students with their Dissertation thesis by supervising, evaluating and assessing the relevance, form, and scientific side of their thesis. He also supervise, grade and evaluate student's seminar papers, publication activity, case study and Dissertation. He is also a Tutor at Lawal Aliyu Academy Zaria since 1999 to date. The Academy he Tutors at offers Primary School, Junior Secondary School, West African Examination Council (WAEC), National Examination Council (NECO), National Business and Technical Examinations Board (NABTEB) and Joint Admissions and Matriculation Board (JAMB) Examinations and Certificates. He was an Adviser to the Executive Governors of Kaduna state in 2007. He was again an Adviser for the second time to another Governor of Kaduna state in 2015. During his work as an adviser, he worked with officials of the government by ensuring that the governor receives information, analyses, and views necessary to make a decision and govern the state. He was again a Director at Nagari Hospital Zaria 1998 where he filled statutory documents, determine and implement policies and provide useful decisions in order to achieve the objective goals of the Hospital. Prior to that, he was a lecturer at Federal College of Education Kano from 1997 to 1998 where he taught Diploma and Degree students in Management, Accounting, Economics, Mathematics and Quantitative Technique. Teaching in this great college has made him to inspire students to want to learn with passion. He also worked at the accounts section of Union Bank of Nigeria Plc. in 1989. He worked with spreadsheets, sales ledgers, purchase ledgers and journals. He prepared statutory accounts/records and calculate receipts/payments, making sure they are correct in all aspects. He obtained a Diploma in Banking, Higher National Diploma in Banking and Finance, Post Graduate Diploma in Banking and Finance, Post Graduate Diploma in Criminology and Security Studies, Master's Degree in Banking and Finance and PhD in Management. He has published over Twenty (20) articles and has actively done several presentations. He has also received over Twenty (20) Certificate of Merits and Awards including Ambassador of Peace and Unity awarded to me by the Nigeria House of Representatives. He has been a teacher and educationalist for 21 years now and he constantly renew himself as a professional on quest to provide students with sense of leadership to assume great leadership roles and responsibilities. His goals are to make students develop a passion to learn because knowledge is power and the passport to today, tomorrow and the future.