



Leadership A New Approach

Thamer H. AL-Nwabeat

Saudi Aramco Refinery Laboratory Assistance Supervisor

Email: dr.thameralnwabeat@gmail.com

Abstract: The leadership leads the team works to achieve the responsibilities via the managers or team leaders. The visualization and leadership philosophies translated into activities directed by the managers enable the accomplishment of tasks. The leadership in the administrations allocates the authority and autonomy through levels of hierarchy. The leadership qualities and talents are enhanced on different levels of the structural hierarchy of the business. The difficulties are created due to the absence of leadership abilities of executives in the management team while the leadership qualities of the managers evade the chances of conflicts and problems. To study the impact of leadership of managers on the act of the team members in a team, research will be carried out. The leadership of the managers will be studied to evaluate how and to which extent the performance of the team members is influenced via the leadership of the managers. The research objective is to study the relationship between the leadership of managers and team management competence in the business. The expressive research will be carried out to study upshot of leadership of managers on the team management. The relationship between the leadership of directors and performance of team adherents in managing the teams will be measured.

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Introduction

Administration and leadership are unlike from each other in concept opposing to the perception that is carried around the terms. The concepts and functionality of administration and leadership is noteworthy to realize a moral and actual at administrations. The management majorly covenants with the processes and procedure and leadership provides the vision and driving force to complete the purposes and operations of goals decided by the administrations. The balance of the two theories in the functionality of the businesses or organizations is vital for the smooth running of processes. The futility in balancing management and leadership by the managers can put the functionality against each other making failure for the business. The managers are accountable to accomplish to leadership in organization to develop and sustain and high performance teams with effective methods of management. The administration of processes and practices is the part of team management managed by the managers of organizations. The managers also central the jobs and group with leadership vision and qualities. Managers of the organizations aspect many issues while carrying alteration in the organizations while managing jobs with modification in the leadership vision. The managers' compact with several leadership classes to manage the teams in the

organizations since the management of operations and accomplishment of aims is linked with the input and performance of the teams. The teams are responsible for performing the tasks and distributing the results in time. The managers control the teams so that information is conveyed, concerns are fixed, reports are generated and outcomes are gained is effective way possible so that staffs are not burdened with works and take ownership for their jobs (1).

Research Problem

The research on leadership qualities reflects impress the performance. The active team management is managed by the manager having the abilities of good communication and management of resources to realize the goals. The leadership is associated with the capacity of manager to motivate and guide the team members. The team selection of the organizations is managed by the managers employing the qualities like commitment, trustworthiness, confidence, time management, perception, relationship building and perception. To study the impact of leadership of managers on the performance of the team members in a team, research will be carried out. The leadership of the managers will be studied to analyze and investigate how and to which extent the performance of the team members is influenced by the leadership of the managers.

Research Objectives

The objective of the research is to discover the impact of leadership of managers on the performance of the team members. The performance of team members in the organizational teams will be analyzed to decide the impact of leadership on the several performance parameters and to establish a link between team management and leadership. The research objective is to study the relationship between the leadership of managers and team management efficiency in the organizations. The objective of the research is to analyze the various organizations and study the impact of leadership in different organizations to conclude a significant relationship between variables of research.

Research Limitations

❖ The collection of data from various organizations will be a hard task since the availability of managers and teams is considerably struggle.

❖ The delays can occur in the research process due to data collection procedures.

❖ The research will be carried for limited geographical regions and cannot be generalized globally to apply the relationship significance.

Research Method

The descriptive method of research will be selected to complete the study. The effect of leadership of managers on the team management will be studied. The relationship between the leadership of managers and performance of team members in managing the teams will be studied. The organizations data will be selected and analyzed through the statistical tools and methods to derive the significance of the relationships. The research method can be termed as the exploratory research since the relationship between the variables will be analyzed. (Qualitative Method).

Research Questions

➤ What is the impact of leadership of managers and team management in organizations?

➤ What is the significance of relationship between the leadership of managers on the performance of team members?

Significance of Leadership of Manager in Team-management

The role of leadership in the organizations can't be denied. The organizational alteration and business patterns modification has made the change in role and selection of managers. The changed patterns of business of leadership significance have made selection of managers with leadership qualities vital. The advancement and success of organizations is based on the leadership qualities of executives and higher management of the organization. Basically the leadership has impact on the business performance. Leadership impacts the culture and communication of

the organizations. The managers impact the team members and management of teams is the obligation of managers. The impact of leadership of managers on the team management of teams studied could reflect on the significance of the leadership of managers for the effective performance of teams in the organizations.

Literature Review

This topic of the leadership research will include the following:

- 1) Leadership and Team management.
- 2) Leadership Styles.
- 3) Leadership Effects on Team Management.
- 4) Issues of Leadership.
- 5) Managers as Leaders.
- 6) Theories of Leadership.

Leadership and Team management

Team management can be distinctive as the grouping of the organizational individual staffs to do the jobs collectively contributing towards the accomplishment of business goals. The teams' join with the other business functions and teams can have members form different segment of the business. The teams work collectively to overcome the matter faced in the completion of jobs or in tricky resolving.

The leadership is leading the team to implement the jobs by the managers or team leads. The vision and leadership image converted into actions guided by the managers enable the accomplishment of tasks. The authority is held by the manager and acts as motivation for the team members to perform the duties. The managers must have the leadership qualities and ability to monitor and motivate the teams at the organizations to perform the jobs collectively and effectively solving the problems in the operation of works together.

The team is managed by the managers in a leading way; the team members are grouped from different sections of the organization and managed by the manager. The teams can have multiple types of issues, like communication and cultural issues, methodology and ideology conflicts which are resolved by the managers. The managers have the ability to take decisions on the behalf of teams and deal with the rest of organizational units directly. The power of the organization usually descends to the team members from senior management through the managers. The managers are supervisors of the teams and are selected by the senior management due to positive leadership qualities. The managers being the leaders also manage the resources to achieve the purposes and put the instructions for the teams while maintain the authority and structure of the organization (2).

The leadership in the organizations allocates the authority and autonomy through stages of hierarchy. The leadership qualities and abilities are enhanced on different levels of the structural hierarchy of the business. The leadership inculcates the skills in the leaders to overcome the issues in the organization that hinder the processes or hinder the speed to accomplish the aims of the organizations. The leadership assists the managers to manage and counter the issues effectively without impacting the functionality or growth of organizations perfectly. The employees of administrations that manage are different from the leaders. The leaders are guides and motivators that pass the vision of the company and goals of the business to different stages and certify that all stages of employees in the firm give their extreme input to achieve the objectives. The managers must possess the leadership qualities to choose and manage the crews. The crews are formulated to accumulate the best likely human resource in talents and abilities in balance to produce the efficient resolutions for the issues. The managers are the leaders who communicate and inspire the collaboration among team members so that work is efficiently completed. The leadership is calm of different qualities like relationship building, effective communication skills, and ability of negotiation and convincing. The managers with these leadership qualities apply the authority and impart the confidence in teams, provide support to the team members to carry the tasks in time assembly meeting the strategic objectives of the organizations (3).

Leadership Styles

There are several leadership styles that are adopted by the managers of the organization for the management goals. In the team management the autocratic style of leadership is not favored rather democratic style of leadership is adopted in most cases where ideas are discussed and issues are resolved in the teams. Strategic leadership is also monitored in the organizations and the leader of the organization is totally responsible to make the considered decisions. The leaders of the business fulfill the duties of management and direction. The decision making and processing of operations is well carried out via the leadership qualities. The authority of the leadership is related with the decision making and rational thinking (4).

Servant leadership is well leadership style in which the power is distributed and joint by the staffs in the organizations. This allows leadership at a basic scale. The style of leadership can become the cause of cultural variety and motivation in the business. The leadership style can diverse depending on the dissimilar leader managers building and maintaining the teams. The grace in the team management is favored where trust and communication openness is

given to the team members to carry the outcomes effectively (5).

This is essential for the leading managers to have certain skills that make them stand out from an regular manager who is not powerful and idealistic as a leader can be. The best leadership skills can include the positivity of a leader, motivational skills, ability of creation, responsible and flexible. The communication skills of a leading manager should be far better than the ordinary manager. The managers delegate the roles to the juniors in an agile way and build trustworthy relationships. The leaders provide constructive feedback to enhance the committeemen stage of the workers in the organization. A good leadership may have coaching, idealistic, autocratic, and democratic, servant, and transactional or transformational leadership style to effect the followers. A leader realizes the needs of the business and the composition of team and adopts the best leadership style to suit the team which will help reaching the goals.

Leadership Effects on Team Management

The leadership enables the completion of the assignments and completion of objectives set in the plans of business. The employees in the business have contributed to achieve the efficiency in the organization. If the qualities of motivation and inspiration are not possessed via the leadership in the organizations the business performance can suffer. The motivation of the employees can become affected. The lack of preparation and development for the leadership skills influence the business growth and competition since in the global business competition skilled human resources is the noteworthy asset to any business. The teams become less attentive on the performance and purposes to satisfy the customers. The vision of the organization if not communicated effectively becomes a issues for the team members in task completion (6).

The leadership of the managers leads to expressing teams and relationship among the team members. The leadership style adopted via the managers also contributes towards relationship building. The democratic style of leadership selected by the managers and provision of motivation grows positive culture in the organization and teams work cooperatively. The teams work collectively due to positive input of managers as leaders. The help and support is given by the managers to the team members to maintain the operations efficiency. The managers help in the conflict avoidance and resolution to meet the deadlines of tasks in the objectives programs.

The input from the managers help in boding of teams so that the members can work with full attention and dedication towards goals. The leadership qualities include the communication and relationship building capability. The leadership managers have possess the

abilities to help the teams build strong occupied relationships. The optimistic relationship of work among team members enables the work to be done in the well-organized way possible.

Issues of Leadership

The problems are made due to lack of leadership abilities of managers in the team management while the leadership qualities of the managers duck the probabilities of conflicts and issues. The problems may arise if the managers are unable to communicate well the commands to the teams, the performance of the teams is not checked effectively and corrective action hasn't taken to manage the efficiency of work. The issues also become prominent if the managers do not coincide with the aims and mission of the organization program. The lack of cooperation among the team members and inability of the leading managers to manage cooperation among the team members produces bigger for business growth and functioning. The effective communication ability of the managers a skill of leadership can avoid many issues. The goals and mission is communicated to the teams and performance level of the teams can be improved. The effective leadership of the staffs also creates the trustworthiness among the team members. The managers can act as motivators to the employees and can solve the conflicts of the team members to manage the teams effectively.

A poor manager can't well listen to team members and usually ignore the opinions and expert attitudes from subordinates lacking in team management. He senses that he identifies everything better than his group and he is the one who has the best right to supervision and guide them in his way. This results in weak and bad leadership styles. Such a leader manager also nose-dives to convey the tasks appropriately to his team members. All the emails, messages and verbal communication are done in an implicit and uncertain manner which can waste the organizational time and incomes because the leader possesses the weakness communication style (7).

With the enlarged focus on the conditions of managers as leaders, there has also been given unusual consideration to the language of leadership. It is suggested that the language of leadership have to be different than the language of management which is highly official and authoritative. The leadership language must be used to send a messages to the teams for effective aims accomplishment promptly to duck the difficulties. All the messages have to be sent in a perfect, concise and compelling manner to influence the staffs. The passion and emotional cleverness of the leading manager must be shown through messages. The leadership language also needs to be completed with truthful facts, respect, optimism, thoughtfulness, analytics and action-oriented messages.

Managers as Leaders

No organization can promise the success of the best organization if the leadership management is not interested in uplifting the process and performance of the business. Hence, there is a need to choice the most appropriate managers having maximum ability and leadership insights to make the business a revolutionary one. While selecting the leading managers, it is essential to look at whether the leader has the integrity to influence the followers in his team. If the managers are ethical and gains respect from team members, the manager will dominate and make the employees work. The managers must also be passionate and courageous to continue the vision and mission of the business for better financial results. These results must be aligned with the growth of the employees with a concern to provide them a balanced work environment in which they can devote their time and services with the full zeal. A good leader and manager must also be having accurate monitoring and evaluation skills to analyze the performance of the employees. The manager should also be empathetic to understand the problems and real issues faced by the team members at worker (8).

In the recent past, a high focus has been given to the development of managers as leaders because the culture and hierarchy of the organizations have become flexible and innovative. When a leader is seen in the roles of a manager, it is expected that they must be good at soft skills in which they learn how to deal with people and what behavior is the most appropriate to make them work. For this purpose, they are likely to develop good communication patterns in which they can easily communicate with all the team members and facilitate them as well to be engaged in the organization. Such leaders as managers must be having all the information, awareness and insights on how to deal with the people in the organization. These leaders must be having ethical guidelines to make others work and stay satisfied in the organization. They have to know that without making good relations with the team members, a friendly environment is not possible. A message from a good leader can transform the lives of others who want to be effective leaders.

Theories of Leadership

Theories of leadership support the leaders in the organizations to adopt a particular style that suits them and the desires of the organization. Great man theories depict that leaders are born and their skills are polished as they get experience in life. Trait theories clarify that leaders have particular characteristics and traits that distinguish them among all the other leaders. Contingency theories are about the unique situation handling by a leader. According to situational leadership, a leader adopts a particular style from the available situational alternatives. Behavioral theories

indicate that leaders polish their skills with time. Participative theories indicate that leaders value the inputs from all others in the teams and acknowledge them. Management theories are based on the goal achievement formally. Relational theories help to transform the followers to make the organizational goal achieved in a particular set of time.

A leadership by hypothesis expounds how a leader should maintain in mind the doubts about the future. This is necessary to catch a true and real picture of the future and to create a balance between certainty and uncertainty (9).

Recommendations

Leadership skills are developed with the training and experience in the industry. Some people are naturally having the qualities of leadership who turn out to be great managers and senior executives in the business. The organizations spend in the training and development of staffs to match up the changes of the business trend in the international business market. To compete in the global market the organizations have recognized the importance of the trained and skilled workforce. Therefore, the significance of good managers with leadership qualities can't be ignored and organizations are investing developing the assets of human resource. The trainings support the managers to improve and polish the leadership qualities. The workshops and sessions are arranged by the organizations to develop leaders in the organizations and managers of the organizations get trainings to become managers who can lead the teams effectively. The qualities and skills of leadership are superior with the training and development. The theories of behavioral leadership propose the upgrade and polishing of leadership skills to grow as the leaders in the business world (10).

As the leaders of teams the responsibilities of managers are far greater. The recommendations for managers as leader are as follows:

- The managers as leaders are responsible to convert the organizational vision into outcomes of the process. The managers are made-up to guide the teams to fulfill the tasks as per the vision of the organization. The managers act as the driving force for the members of the team and manage the team tasks accordingly.

- The managers covenant with the management of teams and tasks at hands. The tasks priorities and strategies of work are decided by the managers and with leadership qualities the time management and scheduling and prioritization becomes effective.

- The managers have to polish the communication skills. As the leadership quality, effective communication really support in team management in conveying ideas, in solving issues or conveying messages to different members of teams

with different backgrounds, cultures or work processes.

- The management of the resources is also a significant task while managing the teams. The distribution of assets, time and selection of members and formulation of teams is also the responsibility of the managers. The managers with leadership capacity empower and facilitate the teams to accomplish the goals.

- The leadership of the managers also involves the responsibility of the outcomes and conflict resolution among the members of the teams in team management. The decision making is also carried out by the managers and leadership qualities are used to make effective decisions needed to win the competition in the global market.

Conclusion

The researches reveal that leadership is significant for the growth of businesses and functionality of organizations in different sectors. The business dynamics has changed over time and conception and operation process methodologies have also changed. The leadership now effects the management decisions and performance of managers to manage the teams. Effective leadership from the managers is required to lead the organizations. The organizations invest in the training and development of skills of managers to enhance the leadership qualities. To study the direct relation between team management and leadership of managers, a survey based research will be carried out to provide the impact significance of leadership on team management.

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