ABSTRACT

With the economy beginning to show signs of life, leaders must take stock of their attitude, approach and style and identify ways to improve their performance for the betterment of the employees and the organizations they serve. This process begins by accepting the fact that you may need to adopt a new leadership mindset – a realization awakened by your past experiences, previously missed opportunities and the business trends that demand it. Changing your mindset requires you to look at the manner in which you engage people, approach situations, make decisions and evaluate opportunities. As you continue your leadership journey, resolve to embrace a new mindset by taking a close look at these eight critical realities of the workplace.

Keywords: Leader; Mindset; Decisions; Opportunities; People; Ownership

INTRODUCTION

As a leader, it’s not about waiting for your business, clients or the marketplace to shape your mindset – but rather about being acutely aware of the dynamics around you to anticipate when it’s time to change. If you wait, and don’t have time to prepare for a mindset shift that is when it feels forced, uncomfortable and awkward. On the other hand, when you can anticipate and begin to make the required behavioral changes, you are better able to sustain your leadership momentum.

21st century leaders see opportunities everywhere, every day, and they make the most of those that cross their path. Many times they are opportunities that others don’t see.

To adopt a new leadership mindset, stop judging others and begin to see people through a lens of opportunity. Everyone has something to offer and when given the opportunity to reach their full potential, people tend to deliver more than what is expected from them – especially when their leader displays a positive mental attitude, sees the glass as half-full and accepts people for who they are rather than expecting everyone to be just like them. Leaders inspire higher-levels of performance through genuine engagement and choosing the right attitude and outlook that motivates their employees to achieve and succeed.

Mental toughness defines the leadership game. You need wide-angle vision to continuously navigate the terrain that awaits you and to make the big decisions that support your vision. The tension points of leadership can be extremely exhausting and pressure-packed. Nevertheless, the leadership journey must continue with a demeanor unfazed as if it were business as usual.

Mental toughness is acquired over time through trials and tribulations. To be mentally tough means that you have grown accustomed to anticipating crisis and managing change – a by-product of experiencing failure and knowing how to renew and reinvent yourself.
Unless you are willing to accept that you must take calculated risks whatever the consequences, your days in leadership are numbered. If you lead with the mindset that risk is your best friend, you will stop being afraid to fail, and instead be empowered to learn from the risks you take.

REVIEW OF LITERATURE

Bernard M. Bass (2000) : Transactional Leadership has been one of the significant contribution to the increasing organizational satisfaction, commitment and effectiveness. The future of leadership and administration will be considered in the light of the current state of affairs in educational leadership. The future educational leaders will be democratic and should be capable of handling multiple problems.

David Stehlik (2014) : Research in the fields of leadership and organization design explains that innovativeness is a competency advanced by particular kinds of leadership and through specific organization designs. The research reveals that organization design and leadership, when combined and based upon studied cultural awareness, optimized for unique industry and environment alignment, leads to greater innovation effectiveness.

Thomas J. Hurley et al(2010) : Conversational leadership uses conversation as a core process to create tipping points for change. It invites us to complement our traditional focus on methods for business process improvement with a focus on methods for talking and thinking together effectively to simultaneously create the social process improvement needed to maximize business and social value.

Barbara S Miller et al (2008) : Leadership on boards takes many forms, ranging from asking useful questions about the direction, priorities and practices of the organization, to assuming responsibility for addressing the questions raised. In order for board members to feel comfortable and motivated to assume their leadership responsibilities the organization has to engage in practices that allow board members to develop the skills and conditions that promote leadership.

STEVEN S. TAYLOR “You don’t see to draw, you draw to see.” And then Fred said, “It’s just the same for leadership, you don’t learn to lead, you lead to learn.” The arts can teach us to stay with our senses and not know and in that way to provide a balance to the dominance of the analytic approaches to our organizational worlds.

David J. Carrington (2015): When facing a crisis, leaders’ sense making can take a considerable amount of time due to the need to develop consensus in how to deal with it so that vision formation and sense giving can take place. However, research into emerging cognitive consensus when leaders deal with a crisis over time is lacking.

Thomas S. Bateman, and Stephen Strasser:(March 1 , 1984) From longitudinal data from 129 nursing department employees, organizational commitment was found to be antecedent to job satisfaction rather than an outcome of it. Furthermore, several other variables were found to be causally related to satisfaction but not commitment. Implications of unsubstantiated assumptions regarding causes of commitment are discussed.

Mousa Khaireddin 2015 The aim of this study is to examine the five big traits(extraversion, agreeableness, openness, conscientious, and neuroticism), and to investigate their impact on the prevailing leadership style of the branch managers of banks working at Hashemite Kingdom of Jordan.

Leroy Hannes 2012, authentic leadership occurs when individuals enact their true selves in their role as a leader. This article examines the role of authentic followership in the previously established relationship between authentic leadership and follower in-role and extra role performance behaviors.

Lawton Allan 2015, This article addresses this literature through a framework that identifies three interlocking questions. First, who are ethical leaders and what are their characteristics? Second, how do ethical leaders do what they do? Third, why do leaders do as they do and what are the outcomes of ethical leadership?
OBJECTIVES

1. To study the change mind set of a leader.
2. To study the critical realities of the leader and its challenges and opportunity.
3. To understand the need for the project undertaken for the teams progress.
4. To study the role of a leader in the Project implementation and guidance.
5. To suggest how the mindset of a leader will help in designing the organization.

DATA COLLECTION

Secondary Data

Literature from Text Books, articles published in Newspapers, articles published in journals Pertaining to Leadership Mindset.

Key Observations from the study

A Positive Mental Attitude Fuels Endurance and Performance- A positive mental attitude allows you to drown out the noise, and see opportunity where others see chaos and uncertainty. If you don’t maintain a positive attitude, it’s all too easy to grow tired of the rat race and let bitterness rise to the surface; this creates unnecessary disruption and negatively impacts those we lead. To adopt a new leadership mindset, stop judging others and begin to see people through a lens of opportunity. Leaders inspire higher-levels of performance through genuine engagement and choosing the right attitude and outlook that motivates their employees to achieve and succeed.

Mental Toughness Makes You Stronger- Mental toughness defines the leadership game. You need wide-angle vision to continuously navigate the terrain that awaits you and to make the big decisions that support your vision. The tension points of leadership can be extremely exhausting and pressure-packed. Nevertheless, the

Risk Must Be Your Best Friend- As a business leader, I have learned one thing above all about adverse circumstances. It is a certainty that those who venture more, risk more adversity. Risk is always in the gap between opportunity and success. You must therefore make risk your new friend. Risk is at times fickle, but without it the greatest opportunities will not be realized.

Authenticity Leads to Discovery- When you lead in ways that come most naturally to you, you start to stand out from the crowd and people begin to take notice. People gravitate towards those leaders who are most authentic and have the self-trust to be themselves – not what others want them to be. Being authentic is difficult, especially when you feel the pressure to fit-in-the-culture of the workplace.

What You Read Shapes How You Lead- It’s easy to spot a leader with an identity crisis because they rely on the reuse of other people’s content, rather than looking inside themselves to discover their own creativity of thought and originality of purpose. How many times have you heard your boss or another leader quote a book and then repurpose key messages from that book as if they were their own?

Fierce Competition- Competition is so fierce in the workplace that only leaders with the right strategic focus who never lose momentum will be able to keep their competitive edge.

Honesty- The foundation of any relationship, both personal and professional, is honesty. People want to work for a leader they can trust—a leader that has morals, values, and integrity.

Communication- Giving constructive feedback, and in training new employees. With great communication, your employees will know exactly what they are working for, will rely on you, and will give their best effort for you.
Confidence- when things go wrong, employees look to you for the answers and judge the situation based upon your reaction. Even if the company is experiencing a major downturn, it’s important to always be confident, calm, and set a good example. If you aren’t confident with the organization in a situation, then be confident in your own leadership skills.

Inspiration- Whether you’re starting a new business, or you’re leading a team in a business that’s already been established, it’s important to get employees invested in the vision and future of the company. You must be inspired and invested in the company in order to inspire others, like Larry Page and Sergey Brin, the founders of Google.

Positivity- Regardless of the situation, always stay positive. Positivity is essential to productivity, employee happiness, and work environment.

Delegation- When it comes to delegation, the idea is to decide what strengths each employee possesses, and to assign them tasks that best fit those strengths. The ability to delegate successfully will lead to higher quality work and productivity.

Humor- Although not a requirement, a sense of humor goes a long way in leadership. It helps create a positive work environment and enhances the feeling of camaraderie.

Creativity- Some decisions have to be made quickly, and catch us by surprise. In times like these, it’s up to you to think outside the box to find a solution. Your team will be looking to you in these situations for guidance, so a quick decision must also be a good decision.

Intuition- Sometimes we are presented with situations that aren’t in the textbooks, and for which you might not be prepared as a leader. The first decision isn’t always the best one, and taking your time to come up with a unique solution can be in the best interest of your workers and organization. Sometimes, leaders have to draw upon their instincts, past experiences, and mentors for help in these complicated situations.

CONCLUSION

Growth is not an easy thing to come by. Everyone, nay, every organization, desires to grow. However, growth comes along with its challenges which leadership must face and surmount if it must grow. Below are some of these challenges. Business organization naturally co-exists with others as they pursue their mission in an industrial setting. Each player is locked in competition with the others in seeking to get and retain the attention of the market. Except where the market is not fully reached with the products, for a firm to grow it would almost always have to diminish the market size of the other competitors.

The major challenge that faces leadership across organizations is to acquire the skill of maintaining focus amidst change and direction in the face of chaos. The twin forces of globalization and advancement in Information Technology have made innovation the rule of competition across various industries. To survive, let alone growing, leadership has the onerous task of creating and introducing new products. For organizations, which desire leadership in the market, this is a must. Growth comes with demands for increased capacities in various areas. Diverse skills and expertise are required as organizations grow from small to big organizations.

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