



Morality Based Holistic Approach to Effective Leadership

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ABSTRACT

Leadership works as an adhesive, which holds any organization together. But the question is-what kind of leadership is required in today's scenario? Who is an ideal leader?

Is it based on a set of moral principles, followed by a clarity of thought and vision and a guiding conscience? Or is it all of these, together with qualities befitting an effective leader?

What are the qualities the people in organizations are looking for in a senior?

These questions form the basis of my study which analyzes whether leadership can be moral based. To ascertain this fact there is always a debate whether good leaders are born or made. Many would argue that once a leader, always a leader! But the above does not hold true in all circumstances. Situations sometimes force good leaders also to take wrong decisions. Humanity tends to overtake a good decision and hence prove a leader wrong. A sound starting point is an understanding about what it means to be human, and what promotes the goodness, of the person.

The study revolves around morality in leadership.

Keywords-- Morality, leadership, ideal, humanity, circumstances

I. INTRODUCTION

In today's fast changing world it becomes imperative to question whether a leader needs to change his stance according to every situation. Is leadership all about exercising power and authority within a team or an organization? Or does it mean you influence those around you in the workplace without coming across as too bossy?. Earlier leaders were considered bosses. But now the equation has changed as they are supposed to work hand in glove with their subordinates. Team spirit is more appreciated in today's scenario. The authority that stems from your position as manager is just one of the many sources of power that you can rely on to get things done. Your knowledge, network, reputation, character and personal charm are other sources you can and should tap

into in order to accomplish your mission. In case of a situation where a person has been promoted from within the organization, his position changes from that of a peer person to a leader. His role changes from that of a friend to a leader and the same team of which he was a part now has to accept him as a boss. His role changes from that of a team player to a team leader.

II. DISCUSSION OF THE TOPIC

Knowledge of a Leader

The leader may be given formal power and authority to do his work but is that enough to enable him to lead a successful team? Does he have the charisma and skills to be able to take decisions and solve problems? Also his ability to come across as an intelligent, wise leader who is able to influence and motivate his team is questionable.

Knowledge indeed is power. If you come across as someone knowledgeable, hard-working or trustworthy, they are more likely to be influenced by you.

-Gain Centrality And Enhance Your Credibility

"Knowledge is power" ~ Francis Bacon

To achieve this, ask yourself if you have something unique to offer to your organization that will make you indispensable. Perhaps you enjoy an enviable reputation for being honest or dependable; how about your knowledge and expertise?

Power of a Leader

"If you want to go fast, go alone. If you want to go far, go together" ~ Old African proverb

When you become a manager, you don't just get formal authority but also new duties and responsibilities. You must learn to manage not only your team, but also the context within which it operates. Oftentimes, you will have far less time and autonomy than you might have imagined. This is why you need to rely on the cooperation of other people to get things done swiftly. These individuals could be people within the organization (such as your peers, supervisors or direct reports) as well as people outside the organization (such as customers,

vendors, and competitors). You cannot demand commitment from people; you have to earn it.

One way to do this is by building networks and alliances to accomplish your goals. Create opportunities to spend time with your supervisor, peers or customers. You can do this at office as well as in less formal settings such as over lunch. Be open to being an active participant in your organization. Getting involved in community projects or other special organizational initiatives will allow you to get to know people from other divisions.

Eloquence of A Leader

Studies have shown that people who are more expressive generally have a greater ability to lead and influence others. Why?

This is because they are more aware of their ideas, emotions and reactions; they, therefore, have a tendency to reach a greater audience than less expressive people. So, the final recommendation would be to develop your communication skills and eloquence. It will allow you to inspire and motivate people. However, remember, that if you don't walk your talk, an 'inspiration gap' will surface which will eventually cause you to lose credibility.

In conclusion, it pays to remember that power is not about having absolute control, exploiting people in selfish ways or manipulating others. The proper attitude to have towards power is to see it as a tool to influence people in an ethical way to achieve desired organizational outcomes. Staying true to your core values and beliefs and engaging others when exercising power will allow you to use it in a more authentic and responsible manner.

III. STUDY ANALYSIS

Leaders require considerable intellectual, emotional, and interpersonal capability in order to face the challenges taking place in the rapidly changing environment.

It's time for leadership with a moral flavor.

In order to practice moral leadership a leader would have to follow a few steps:

1. He himself has to learn to live by a moral code.
2. Any important decision taken by him should be based on the moral code.
3. In order to be accepted by his team the leader should inspire others also to act morally staying within his power of moral authority. This is to say that in order to inspire others, he should not compromise on his morals.

How to learn to live by a Moral Code

In order to chart the right course, a navigator has to depend on his compass the accuracy of which needs to be checked from time to time. A leader has to keep his morals in check in order to get the desired response from those who he has to lead. He needs to keep checking his own morals so that at any point of time he is not inclined to stray from them. To do that a leader could use a range of guiding principles and perform a litmus test every now and

then to check his own behavior. He could use a range of circumstances and his behavior could also be checked by people at all levels be it a colleague, peer group, seniors or subordinates. A 360 degree assessment could be taken to ensure that he has not strayed from his moral duty.

All true leadership is moral leadership, and that any person claiming to be a leader must be a moral leader first which implies that he follows shared leadership characterized by the use of a team management approach.

A leader has to work on good habits, intrinsic worth, value oriented behavior and all these are attained with repeated practices and performance. Plato through his research talked about four major prime points of virtues which act as direction markers for a good life.

1. Prudence: It enables us to be careful in our thoughts to judge rightly and wisely on right or wrong actions.
2. Justice: All humans are a part of human community and therefore we need to balance our interests and actions with the justified, truthful and needful.
3. Temperance: It is a command over self control which we use generally at the time of refusing to surmount by destructive delights or pleasures in people.
4. Fortitude: Courage to take a stand for right always in life and to overcome fear when supporting or doing the right thing.

Moral Leadership

Moral leadership is about self satisfaction that comes to a leader after being able to face yourself with the right kind of deeds. It is not about what others would think after your decision or what results it would deliver but instead it is about being able to live life with your goals and choices, which are depicting eternal values and not with materialistic results. Moral leadership gives a peaceful sleep to a leader and everyone around them not because you have raised against war but because your actions have created peaceful, moral and ethical aroma in the environment around while fulfilling the required goal.

When we, as a leader, fulfill our responsibilities under moral boundaries, we act as an inspiration to others. Moral leadership impact the life of others in various ways.

IV. CONCLUSION

To conclude, the study highlights one prime basic point that morality has to be taken as a self responsibility in leadership. It's because a leader and his decisions impact the life of many others around him, his subordinates, his followers, society, workplace, community and so on. A sense of analyzing, self monitoring and acting on moral dimensions is the requirement of today's leaders. Those who are in favour of the traits mentioned above would portray themselves as a responsible representative, while those who are against would keep on mentioning and coming into the limelight of irresponsibility. All aspects of all types of businesses revolve around moral choices. It is up to the person on

chair to handle and manage using morality or not. People usually overlap morality at workplace with code of ethics in businesses formulated in general form for everyone rather than personal code of behavior and morality. The former is related to operational context while later is related to transformational context.

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