



Analysing Leadership Style to Become A Legend Leader: An Exploration

Dr. S.M. Tariq Zafar¹, Qasim Al Ajmi², Dr. D.S. Chaubey³ and Dr. Josephina B Salando⁴

¹Professor, Oman College of Management & Technology, OMAN

²Assistance Dean Administration, Oman College of Management & Technology, OMAN

³Professor, Dean, Research and Studies, Uttaranchal University, Dehradun, INDIA

⁴Professor, Faculty Oman College of Management & Technology, OMAN

³Corresponding Author: chaubeyds@gmail.com

ABSTRACT

In growing competitive environment survival of an organization largely depend upon the organization leader. Growing complexities and rapidly changing society with competitive pressure for higher levels of productivity requires effective and ethical leadership. To be successful organization in present era of competition effective, efficient and ethical leadership are essential requirements. Thus this study is carried out to analyse the importance of effective leadership, its essential qualities, its relatedness with universally accepted principles and requirement of leading. In addition this study also analysed the impacts of effective qualities of leadership. This study is outlined in five sections. First section deals with introduction. Second section deals with selected literature reviews. Third section deals with requirement of becoming legendary leader. Forth section deals with impact of good leadership. The last and fifth section deals with finding and conclusion.

Jel Classification: L20, L29, M10, M12, M14, M16, M19

Keywords-- Leader, Leadership, Team, Quality, Trait, Personality, Employees, Organization

I. INTRODUCTION

Organizational viability largely relay on effective leadership and there is no one style of leadership that can fit in all organization. Organizations operate in different environment and circumstances and to cater the prevailing environment and circumstances different style of leadership is needed. The culture and goals of an organization determine which leadership style is best suited for the organization. Many companies nowadays offer several leadership styles within the organization to accomplish the task. It is found that effective leaders have quality of professional and

personal leader. As a professional leader they set a mission, develop process and procedure to achieve goals and objectives and as a personal leader they build trust through care and morality. A good leader is a model of professional and personal leadership.

No leader in the world ever said that being a leader would be easy. Leadership is challenging and complicated task and they are developed in the same way as gold is mined. People can rise above their circumstances and can become successful if they are dedicated, motivated and possess ethics, integrity, courage and rationality. To become successful leader it is necessary to develop the leader within yourself, and also have to become the best version of yourself. If want to manage others then first learn to manage yourself. It is neither simple nor difficult.

Most of the good leaders have many things in common. They have desire and ability to seek advice; they love to adopt the challenging situation with high degree of discipline. They are perpetual learner, they mature with growing challenges, and they have an art to drill the circumstances and strength to transform the odds into even. They have ability to influence and create positive change, have priority, integrity, problem solving attitude, people, vision, self discipline, and staff development. They have art to become wise and knowing what to overlook. They have an ability to say no to the good to say yes to the best, they are responsible, courageous, competent, visionary, and authentic.

Leadership begins from heart not from head and true leaders have emotional heart. Leadership flourishes with art of relationship not by regulation. A leader can lead people only by loving them. They are able to distinguish between the logical and psychological aspects of changes. They have analytical skills to analyze past and ability to compare it with present to translate it into change for future. They have right attitude and right action plan. Leader give emphasis not what happen to me but what happens in me. They

believe in making big people, considering that big people will handle big issues effectively. They know that leadership has less to do with position than it does with disposition. They work in right attitude, in right atmosphere and get right responses from others. They know how to distinct between how we feel and how we handle feelings. They have desire to take responsibility of their attitude and they know that public commitment makes powerful commitment. They know that follower works better with people, manager helps people to work better and leader develops better people to work. They know that loyalty will develop loyalty.

Great leaders have a high vision, they see, they pursue and make other to see. They know how to communicate their vision in an organization. They know how to itemize, how to prioritize, how to organise and how to emphasize. They know how to do things right and how to do right things. They know the relation between efficiency and effectiveness. They know how to develop efficient, effective, creative and productive people team. They face difficulties with courage, meet them, treat them and defeat them. They have knowledge and ability to judge and analyze human nature. They are protective in nature and like to promote and protect their personnel. They do not fear in any kind of tragic circumstances. They are always accessible; they know how to involve team members and how to make them feel that they are one team. They are like foundation of an organization and have strength to absorb the shocks; they are like physician and surgeon and know how to diagnose the real cause of organizational problems, they are like engine of growth and have clear destination in mind, they are like teacher who teach their team member theoretically, practically and verbally in friendly atmosphere, they are like a newspaper to their team members and keep on highlighting and summarizes the critical events in order to keep team member updated about the economic movement and adjust according to the economic movement, they are like flow of water who clean the system by eliminating the dirt, they organise, coordinate, integrate and direct team as caption, for them team is important and comes first, they perform according to the need for their team not for the personal advantage. Their core objectives remain to groom people not to dismiss them. They know that they will become great when they empower others rather than by the power they have.

II. THEORETICAL ASSUMPTIONS

In past leadership theories have been the main source of studies. Most of the organizations used these theories to respond the requirement. Many classical researchers, philosophers and academicians tried to define what allows authentic leaders to stand apart from the mass. They minutely examined the reasons and came up with theoretical and conceptual answer. Most of the theories are categorized according to the aspect considered to define the leader. The most commonly accepted theories are Great Man Theory, Trait Theory,

Behavioural Theories, Contingency Theories, Transactional Theories and Transformational Theories. These theories are having periodical influence and are having different assumptions. The Great Man theory assumes that the traits of leadership are intrinsic and tried to justify that great leaders are born not made. This theory also have a belief that great leader will rise when they confront with appropriate situation. Trait leadership theory assumes that that people are either born or made with certain qualities that promote them in leadership role. Behavioural Theories came up with new prospective that focus on the behaviours of the leaders as opposed to their mental, physical or social characteristics. This theory also endorsed the assumption that leaders are made not born. Contingency Leadership theories are modified extension of trait theories and emphasises that there is no single way of leading and leadership style should be according to the situations. This theory assumes that leader express their leadership when they feel that their followers will be more responsive. Transactional Leadership Theories are also known as exchange theories of leadership and moves on exchange mechanism made between leader and follower. These theories defy values of positive and mutual beneficial relationship to consolidate strength. Transformational Leadership Theory assumes that trust play important role in overall personal or professional relation. Trust increase intrinsic and extrinsic motivation in all participants. According to is this theory, that leaders transform their team member through inspirational and charismatic personalities.

III. OBJECTIVE OF THE STUDY

The main objective the study is analyse the leadership style for organisational success. The sub objectives of the study include:

- To study about the leadership style based on theories of leadership in the organisation
- To analyse the essential leadership style for motivating employee and making the team effective.
- To study the prerequisite of leadership qualities that make leaders a legend leader

IV. METHODOLOGY

The present research is based on secondary literatures. Author prefers qualitative research for this piece of work. This research is qualitative study with an inductive touch. It will focus extensive literature survey to critically analyze and evaluate the qualities of a good leader and their contribution based on various leadership theories and principles. For meeting this purpose, secondary data and reports are used, which are collected through books, research articles, magazines, academic journals, newspapers and websites. After critical evaluation of leadership style, traits, theories, qualities, principles and leadership requirements, research came on drawing conclusion and important findings were made.

V. LITERATURE REVIEW

Great team take time to happen, it don't just happen. To become a great leader and to build an effective team that work, we need not only right people but also insight and practical advice. Globally many leaders of their respective fields have written about their experiences and shared their views in respect to leadership. Most of the theories are influenced by periodical circumstances. According to the prevailing conditions and circumstances researchers and philosophers came up with theories which responded requirement of that particular time period. With growing globalization leadership task has become more complex and critical and demand multiple role from a leader. Some researchers support one theoretical concept; some contradict the concept and support some other concept. Across the world thousands of researches been carried out by the academicians, researchers and philosophers. They all advocated some of the classical theory and contradicted other.

Lieberson and O'Connor's (1972) found that leaders have substantial impact on their organization's performance. They influence people to achieve organizational goals, Child (1972) in his study argued that leaders by their very roles are responsible for making decisions that help their organizations adopt and succeed in competitive environment, Pfeffer (1977) found that skepticism has resulted from questions about the definition of the construct as well as whether leadership has discernable effect on organization outcomes, Pfeffer & Salancik (1978) that those who view organizations as heavily constrained claim that leadership is largely irrelevant and, at best, a social construction, Yuki (1981) found that it become quite difficult to a leader who thrust into leadership position without having full knowledge of what their employers expectations, Hambrick and Finkelstein (1987) through their study proposed that managerial discretion should have an important moderating effect on whether senior leaders are able to affect organizational performance, Finkelstein (1987) through their carried out study proposed that managerial discretion should have an important moderation effect on whether senior leaders are able to affect organizational performance, Bernard Bass (1990:11) states that there are almost as many different definitions of leadership as there are persons who have attempted to define the concept, Hogan, et al. (1994) mostly we define leadership as the ability of a person in a formally assigned role to influence a group to achieve organizational goals, Truckenbrodt (2000) suggests that Leaders are agent for change and act as role models and positive influences on their team member, Collins (2001) fund that effective leaders "catalyze commitment to and vigorous pursuit of a clear and compelling vision, stimulating a higher performance standard, Choan (2003) found that effective communications can construct the leaders 'credibility and increase employees commitment and loyalty to the

leader and the organization, Hambrick and Dubrin (2004) suggested that global leader must learn to support their team members especially during the period of organizational change. For the effectiveness of leadership, collaboration, effective exchange of information and creativity is needed to promote innovative, open and supportive working environment, Bolden (2005:12) found that leader development is an investment in human capital to enhance intrapersonal competence of selected individuals, whereas 'leadership development' is an investment in social capital to develop interpersonal networks and cooperation within organization and other social systems, Rice (2005:37) found that long lasting social change and development is possible only through collective action and community mobilization, not from individual leadership. He also stated that role of a leader for change is to support the imagination and vision of the communities; UNDP (2006:4) consider that nurturing effective leadership for transformation is vital for moving forward the new millennium development agenda. UNDP also recommended that new participatory systems may be required, and this takes leadership committed to change that supports reflection, inclusion, open participation and diversity of perspective, Byrd (2007) found that for the survival in competitive environment global leaders need to build their interpersonal skills to deal with racial conflicts that have occurred and to develop individuals and groups in the workplace, Frost & Walker (2007) Global leaders can also motivate employees by promoting multiple cultural background and values, Papa, Thomas & Spiker (2008) found that it is important for a leader to develop exchange between leader and team member. This exchange is commonly referred as the leader – member exchange, Entman (2009) found that Abshire Inamori Leadership Initiative (AILI) consider that it has no particular code of ethics, but emphasis the need for leaders to develop their own, Brady & Spense (2010) found that policy makers and practitioners reflect on the role of leadership in economic growth, they do not doubt that leader ship matters, Okoro (2012) found that global leaders also need cross cultural negotiation skills to maintain international competitiveness, Centre for Leadership and Public Values speak about strengthening the development of the fellow on the path to more responsible transformative leadership, Service College, Singapore (CSC Singapore) found that one of the most important and key factor to good governance is visionary leadership, According to Mandela Rhodes Foundation (MRF), say "By leadership, we mean the will and capacity to use one's personality and ability to guide, inspire, and develop fellow human beings to achieve excellence in an area of endeavour, according to Association of Women's Rights in Development (AWID) that, leadership is a collective process involving voice, impact and influence, according to The Oprah Winfrey Leadership Academy, leadership is "rooted in the principle of ubuntu / botho which encompasses the idea of humanity, compassion and service to others, according to LEAP Africa, that,

leadership is being a “change agent”, Roy (2012) found that effective global leaders need to be able to establish trust, motivate team members and foster a team spirit, Ulrich & Smallwood (2012) found that international leaders must know what leadership is expected and execute it accordingly, Harteis (2012) found that with growing demand of knowledge based enterprise rises, it is both team members and team leaders responsibilities to enhance the success of workplace learning and workforce development, Ahemad Raza (2015) found that some leaders feel uncomfortable in decisions making with high degree of followers, some leaders do not have desire to assume responsibility and some lack the ability. He also stated that specific situations help determine the most effective style of interactions, Neil Kokemuller (2017) found that management styles vary from highly autocratic to extremely participative. He further said that no particular one style fits best into every organizational culture, Rose Jhinson, (updated,2018) found that there is no one style of leadership but different types of leadership styles exists in work environments. The culture and goals of an entity determine which leadership style fits the firm best, while personality differences often dictate which is most often used; According to Wayne Smith, that no amount of personal competency can compensate for personal insecurity, According to Daniel Goleman, that exceptional leaders distinguish themselves because of superior self leadership, according to John C. Maxwell, that if we desire to grow and reach our potential, we must pay more attention to our character than our success, Paul B. Thomson, found that effective leaders believe that individual, organizations, and even nations possess undiscovered talents and untapped resources, Harvard Business Publishing Survey revealed the fact that nearly 87 percent of 700 participating global business and learning and development (L&D) leaders said that their organizations were either in middle of major transformation effort or had completed one in the past three years to address a priority strategy move.

VI. ESSENTIAL REQUIREMENT TO BECOME LEGEND LEADER

On the basis of secondary literature review some of the important prerequisite to become legend leader can be summarised as

a. Openness Toward Employees

Leaders do not try to hide things from your team; they can tell if you are hiding. Your act of hiding will make them uncertain and suspicious. They are your team members, let them know what you are, where they are, work on futuristic plan to lead and move forward. Must practice the rule that there is place for everything and everything should be on its place. Keep all individuals of your team up to date on their status as collectively they are strength of the group. As an obligation of team leader you are forced to have a vision and importantly to share your vision with your team members, this will make you a great leader.

b. Empathetic Approach

Sympathetic behaviour will not be effective if someone comes to you with a problem. By being sympathetic you will not be liked or will get respect every time. Being a leader you need to be able to understand the problems of that person's, also the point of view they expressed. You cannot ignore or dismiss them. Being a leader it is your responsibility to see things from their point of view and needed to be truly empathetic and judicious. Your response and action should be positive and reflecting that you have heard them, and also answer their specific concerns. People coming with problem might not always be happy, but your positive response will lead them to trust you, this will justify your leadership quality.

c. Development of Skill to Command Younger Generation

Present generation is skilful, well informed, qualified and have an attitude to defeat the odds. Leaders of present generations are historically most social generation. They are smart in using technology and through technology they are always in contact with their higher-ups and family. Highly depending upon technology made them isolated and most of their professional and relational contact is through technology. They became weak in managing people; their emotional intelligence became low and translated into inability to handle interpersonal relations and challenges. Leaders must develop one on one relationship. To explore the leadership potential leader must associate themselves to some peer communities in order to avail the advantage of integrating people through interaction. Joining communities will consolidate their professional growth and development and will also help in communicating to various generations with diversified experience level.

d. Boldness to Face the Truth

Bold in accepting the truth, no matter how uncomfortable you feel. Accept truth about you, about organization and people reflects the quality of the leader. If your team is not performing according to the desired standard then do not become discomfort and disheartened. Just look at it, identify it, analyze it and rectify it and move on.

e. Scientific Thinking

Be bold in what you stand for and acknowledge what you can and what you can't. Select supportive, efficient and effective team members who have ability, honesty, skills and desire to investigate and take the business in the right direction. Develop scientific mechanism in examining the situations and developing the remedial measures. Consider yourself like a net and know your holes and fill with substances which convert into solid. Single person can bring change but team can do miracle.

f. Emphasis on Acting as A Human and Avoiding of Becoming Humanoid

Leader and other team members are human beings and work socially and live amicably. Leader must avoid humanoid instinct, as it lacks feeling and

emotions. Though you may consider professionally there is no room for emotion in the workplace, but still emotion is there. Be positive and let emotion flow between you and your team members. Try to respect your team and know them better and let them to know you better with respect. If people know you and trust you then they will respect you admire you. If they do not know about you then they will not be having any feeling for you. Respect is commanded not demanded. Emotion begets emotion, trust begets trust. Human beings are social animals and they connect with each others on personal level, not at professional or a business level. There should be something common among leader and team members to develop relation and trust. You don't have to be the best but you need to have at least few human elements in common in order to work together to accomplish common goals effectively and efficiently. The best way to become more human is to recognize them by name, met them occasionally, discuss and share personal and professional views with them, motivate them, guide them and ask about their family, wish them for the best and ask about their challenging personal and professional situations which they have gone through. Develop trustworthy atmosphere and relation. When they will realize that you really care about them then in return they will pay you more respect and this will bridge the gap and will reduce if not eliminate the 'Us' and 'Them' mentality.

g. Ability to Recognize and Remember Leadership Responsibility

Leadership and responsibility are two side of a same coin. Leader must think of leadership as a responsibility and opportunity. Good leaders know that they are responsible for each and every thing. Being a leader you must consider that responsibility is the main concern. If leader loses the empathy and his dedication declined, then team he is leading will discard him as a leader. Simply leader means solution to all problems, ready hand rather than ready tongue.

h. Positive Thinking and Competitive in Dynamic Environment

In present competitive and dynamic business environment only fittest companies are able to survive. The most successful companies have ability and strength to mould themselves according to the prevailing circumstances. Hostile environment, strong self efficacy, high targets, autonomy and capability to take prudent action in unpredictable and dynamic environments are highly tough for an organization. Developing strength and preparing individuals to examine an existing dynamic and competitive environment and face the uncertain challenges is possible only by training the team accordingly. Training for environmental unpredictability is possible when organization have a clear vision and specific mission that motivate, coordinate and integrate people and empower them to act in alignment with the company objectives.

i. Creating the Aura among people who are Honest and Smart

To become successful leader there is need of effective, efficient, honest, dedicated, motivated and smart people surrounding. Great leaders motivate people to grow and innovate. People like to work under such leaders who promote and support their team members. If the leader is incapable then he will feel insecure and ultimately he will make team of people like him.

j. Develop a culture of keeping Trainee in odd Tasks

Good leaders have a distinct habit of sharing their experiences with others. Leaders with a high vision are always eager to craft next generation leader. Leaders must keep some people along with them when they do some critical task. It helps building the internal strength of the organization. People will learn the things which they do not know and later they will develop expertise with diversified learning from the seniors. This enhances the respect of the leader and develops trust and belongingness. If organization wants smooth survival and balance growth in ever growing competitive environment then it has to invest in future generation, which is possible only through good leaders.

k. Influence nature that is inclusive of People in achieving Vision

Good leader's works on "honesty is the best policy". They keep their functioning and visions very clear and transparent with all the team members. More they know, more they think and dream about the vision. The common vision and collective efforts will make leader to achieve what he needed. If leader hide information from the team members then it develop negativity and later team members lose trust and they start feeling that they are not getting due recognition for the contribution they are making.

l. Developing Ability to Recognize the Past, welcome the Present and Craft the Future

In competitive and dynamic environment nothing is permanent. Prevailing circumstances leads leaders to translate opportunities into reality. When you are leading a new team or have joined new organization, then pay respect and honour to the new team and recognize the past organizations, and then build them a bridge to the future. Most of the leaders inherit new team and they love to discuss how much success they had in the past and how good their old organizations and team was. If leader do not respect his new team or the new organization he joined and kept on telling how good his past organization was, then it lead to critical thinking and undue questions; if your old team or organization was so good then why you left, why you do not go back. Thus leader must respect the past and welcome the present for his better future.

m. Clear Vision and communication among Team Members

Leader must know what his future looks like and accordingly he should feel and act. Vision has to be dynamic and compelling which makes team members excited and focused. Develop a positive vacuum as it has already happened. Leader must put himself into the future and see it with clarity. Share your vision with your

team so that they can visualise it adopt it and do the best to achieve it.

n. Strong succession planning to Develop leaders for Present and Future

Strong leadership is asset to an organization and it play instrumental role in organization success. It is hard truth that people are not born with leadership skills. Neither organization can wait and hope that people will transform into great leader by themselves. Leaders at every level needed to be shaped and moulded according to the challenging circumstances. Front line managers are generally getting ignored when it comes to leadership development. Though, 80 percent workforce in the organization reports to front line managers. It is found that ninety percent (90%) worldwide executives consider that frontline leadership is very important. In absence of capable frontline leader organization suffers. It is important for an organization that these frontline people must be trained properly and be facilitated with required tools, resources and development to succeed.

o. Strong Character

Strong character is a backbone of good leaders. They have to lead from the front with high degree of morality, maturity and professional ethics. Leader with good character and knowledge are trust worthy and ultimately command respect and recognition, they do not need to command and control to get result. People follow them, trust them and admire them because of their good character, supportive and protective behaviour.

p. Explore Potential and Effective Self Awareness

Self awareness develops efficiency and makes leaders much more effective and futuristic. It is an awareness which is derived out from information which translates into efficiency, which later converts into effective and positive leadership. Leaders are not born, they evolve, and thus they must be self aware about the involvement. To explore the potential of leadership leader must be honest, dedicated and real. Leadership is related to confidence and leader must be confident not arrogant. Confident leader moves on honesty and it lead through values, vision and vulnerability. And on contrast arrogant leaders lead through fear, dishonesty, blame and ego.

q. Constructive Leadership is about Effective Alignment

Achieving a vision is a herculean task. It is just like climbing Snow Mountain. Executive and managers consider that all is well planned and they can climb the mountain with ease, as it is all mapped out, but it is not so, business environment cannot be predicted, conditions, situation and circumstances keep on changing. Only efficient and strategic alignment makes things possible. In fact, leadership is all about alignment, it simply denotes that much more can be achieve if executive and managers move with proper coordination and integrity.

r. Leadership for the Cause of Organization

Leaders have to keep in mind that leadership is not for personal motive. They may not make their

leadership about being in charge of some authority, being right, getting promoted or looking the best. Leaders have to make leadership about the cause of the organization, serving the legitimate needs of the people who are working in their jurisdiction. Leaders have to protect the people whom they are leading, have to promote the people, have to guide the people, have to motivate the people, have to coordinate the people, have to integrate the people, have to rectify the shortcomings. Their entire movement must be prone toward organizational survival with growth and development.

s. Use Positive Body Language and Posture for Effective Leadership

Leader's body language and posture must be positive and it should be intentional and consistent. They must be aware of their posture when they are sitting, standing and walking. There body language and posture shouldn't be arrogant. They must avoid rolling their shoulder up and down, crossed arms, puffing out chest and finger waving. They must align their appearance, head to toe as they want to be known, means, dressing, haircut, eyeglasses and shoes should be accordingly. They should be fit, not like they just rolled out of bed. A gentlemen and professional dressing should be adopted.

t. Leadership with Curiosity

Curiosity is a backbone of learning and developing expertise. It helps leaders to know the hidden facts and analyze their strength and weakness. It makes leaders innovative, humble, trustworthy, simple, cooperative, effective, efficient and bold. When leaders are not curious then their behaviour became arrogant. To prove themselves they tend to judge, tell, blame without realizing the fact. They create differences, conflicts, frustration, narrows perspectives and opportunities and decline collaboration, coordination, innovation, cooperation, integration and understanding. To be successful leader they need to be trusted, but incapable leader do not know how to develop trust. Curiosity is an instrument that directs leaders to develop and adopt those things which are required to meet leadership in competitive environment.

VI. IMPACT OF GOOD LEADERSHIP

Good leadership impact in many ways, it develop trust, belongingness, competitiveness, skills and expertises. It explores team member's potential which translates into high performance with dignity and honesty. Team members become aligned with organizational objectives with responsibility and sensibility. Team members become more coordinated, motivated, and integrated with efficiency and effectiveness. Team member develop analytical skills and utilise it strategically for the betterment of the organization. Team members getting influenced by the leadership become more intellectually stimulated, transparent and transformed. Team members learn to prioritise their needs and learn to make collective decision making. They get transformed from a common worker completing tasks to a valuable organizational

asset. Team member's mentality gets changed by instilling an ownership mindset and they find ways to improve their attitude and productivity. They become singular focus on its operations. Team member's unethical practices and internal conflicts become controlled and they become able to perform and succeed under pressure along with high degree of emotional intelligence. Team members develop confidence, listening, communication skills, innovativeness and creativeness. They become dependable, reliable, competent and more aware of diversity. Team member develop culture with good understanding of vision and goal of the organization and they start considering themselves as an integral part of the organization. They become satisfied for their promotion, retention and sustainable. They become more competitive and supportive and develop high degree of morality and mutual trust.

VII. FINDINGS

The study found that leadership is not an easy task and there is no one style of leadership that can fit all kind of organization. It is adopted according to the prevailing condition and circumstances. It is found that effective leaders have quality of professional and personal leader and they use this quality to change the status quo. They possess supreme personality traits, have dream and are highly committed. They are well disciplined and competent enough to explore potential and possibilities for present and future; they are extremely loving, focused, courageous, generous and responsible. They are attractive communicator and have effective convincing power, they have vision and mission and problem solving attitude, they make things happen, they make commitment and adopt changes, they always be part of team, they are always well programmed, they are always helping hand and believe in let me do it for you rather than I must do something for you, they are always part of answer, they see an answer for every problem, they believe in win / win, they do not believe in impossibility and say it may be difficult but it is possible, they make mistake and accept their mistake. They practice self auditing which help them to transform from effectiveness to greatness. They possess the art to relate and coordinate efficiency and effectiveness. They are fearless and love answering the challenging situations.

VIII. CONCLUSION

The study concludes that for smooth, stable and successful survival effective leadership and governance are essential requirement for an organization. Economic growth and leadership are two side of a same coin. Economic growth, development, good governance and leadership are closely interlinked. Without effective and efficient leadership organization cannot attain the apex status. Efficient leadership is possible only through efficient and legendary leader who have competence,

accountability, integrity, openness, relationship, language, values, community, power, influence, perspective, humanity, transparency, responsiveness, consensus orientated, equity and inclusiveness, efficiency and effectiveness. Thus to become legendary leader it is necessary for a leader to equip himself with leadership quality and traits.

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