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What is Quality Leadership?

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Delegation and Empowerment

Definition

Leaders can get others on board with decision making through either delegation or empowerment. Through delegation, a leader will, through an expression of authority, determine which tasks will be completed by which employees (Billikopf, 2003). Followers are delegated tasks and actions. On the other hand, when followers are empowered, followers have the freedom to complete tasks for the purpose of achieving the goals and vision of the institution (Billikopf, 2003). Empowerment shares the decision making process between the leader and the followers. "Shared decision making can improve the quality and acceptance of decisions, bolster worker motivation and self-esteem, increase sense of ownership and improve interpersonal relations with employees" (Billikopf, 2003, p. 2).

Importance and impact

Empowerment of employees is essential to effective leadership. Through empowering others to actively participate in the decision making process, a leader can lead effectively while maintaining employee satisfaction. Follower empowerment is essential to effective leadership by ensuring that all involved are working toward the goals and vision of the institution. In order to empower individuals, a leader must do the following: (a) effectively match people to assignments; (b) engage all in active listening; (c) engage in purposeful actions based on goals and vision; (d) focus on growth and opportunities, not failures; (e) encourage others to think critically (Stone, n.d.).

Benefit to leadership

Through empowering others, a leader can lead effectively, ensuring that all actions and decisions are for the purpose of pursuing the institution's vision and goals. Once others are empowered, all individuals in the institution will work toward the overall vision and goals of the institution.

Leaders and followers become partners once the leader has the ability to encourage and empower others to act through effective communication. Once the leader is able to empower others in the institution through the use of encouraging communication, followers are able to take action for the purpose of fulfilling the institutions vision and goals.

Vision and communication

Definition

Vision is essential to determining the pathway of the institution. The vision of the institution determines the goals which lead to the decisions and actions. "A vision is a calling rather than simply a good idea" (Senge, 2006, p. 132). The vision, or calling, of the leader determines the purpose of the institution. Effective communication is essential for relaying the vision to all involved in the institution (Hackman &

Johnson, 2004). Through effective communication, an effective leader can ensure that all in the institution thoroughly understand the vision.

Importance and impact

A clearly defined vision of the institution is essential for effective leadership. The vision is the established overall goal for all decisions, determining the pathway of the institution. Without a clearly defined vision, the institution is aimlessly performing projects and actions which lead to no real purpose, as the vision is the driving purpose of the institution.

Communication is essential for expressing the purpose, or vision, to the individuals in the institution. However, effective communication is a process that is circular (Hackman & Johnson, 2004). Effective communication is transactional, each the leader and follower engaging in ongoing communication (Hackman & Johnson, 2004). Through transactional leadership, the vision can be thoroughly understood ensuring that all actions are on the pathway toward fulfilling the institution's purpose.

Benefit to leadership

Transactional communication regarding a clearly defined vision of the institution is essential for effective leadership. Through transactional communication, all individuals, both leaders and followers, in the institution can ensure that all decisions and actions are along the continuum of the pathway leading to the fulfillment of the institution's vision.

The primary benefit of effective communication and vision setting to leadership is the establishment of a clear purpose leading to efficient and effective decisions and actions. Effective communication which is individualized to the listener ensures that followers hear the message of the vision.

Conclusion

As a leader, transforming the message to meet the needs of the listeners through active listening and understanding is key. Likewise, in order to be effective, a leader must communicate to others in the way that the listener's hear. By creating the bridge of understanding from the leader to the follower through effective communication presented for the listener, the leader can ensure that all individuals are working toward a common vision for the purpose of fulfilling the goals of the institution.

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