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## Leaders are not born, they are made

**Ihorindengera Aline and Dr. S Ramkumar**

### Abstract

A quote to be put on for Leadership management - Leaders are not born they are made signifies the various leadership theories in organization & makes a point of discussion on various traits of leadership. A leader is a person who as a member signifies all the particular sort of traits to be borne by an individual.

**Keywords:** qualities, leadership traits, leaders, learning, observation

### Introduction

Are leaders actually born or made? That's a question which has been in a way plaguing people being interested in leadership for centuries. There is not a definitive answer which has successfully been proven. If leaders cannot be made, then this debate should have been concluded here, & we should be investing our time in genetic research to identify the genes which have these traits pre-programmed in DNA.

If they can be made, then this justifies the diligence of industry that has emerged over the last ten or so years for leadership consultants & experts in the field. This paper examines these questions & attempts to provide an insight on different leadership theories to that end.

### Leadership

Leadership can be defined as "a process by which a person influences others to accomplish objectives or a goal, by guiding them to ensure a cohesive and coherent direction". Northouse (2007, p3) Defines leadership as "a process whereby an individual influences a group of individuals in a new way to achieve a common goal" which is similar, and as such it was adopted as it resonated strongly with the author.

Leaders are made, they are not born. They are made by hard effort, which is the price which all of us must pay to achieve any goal that is worthwhile "Vince Lombardi".

### Objectives of study

Before having a conversation on qualities of Leadership, it's better to have a clear vision on objectives to be stated for this study, which includes:

- To study the importance of leadership behavior
- To study whether leaders are born or made
- To check out the attitude of youth generation towards better leadership traits, by making them aware about the qualities of leadership.

### Top ways for improving the leadership skills

The 9 tips for how to improve the leadership skills so to become a better leader & think about ways that can be implemented on these strategies in daily life at work.

#### ▪ Have a clear vision

A good Leader takes time to share the vision, the mission and the goals with the team. The job of a leader is to provide a clear path that individual team can follow. The team should understand why the goals which have set are valuable for them. Take the time to explain to them, in detail, why and how the vision will not only develop the business, but how it will profit them in return. Include the team in strategic planning sessions, ask for feedback and get them to "buy into" the vision for future of the company.

▪ **Know & utilize the strengths and gifts.**

There should be a unique gifts and natural leadership skills that a Leader were born with and personal strengths which has been developed over the lifetime. Realizing and utilizing these gifts and strengths will assist in being a formidable leader.

▪ **Be Passionate**

This is one of the most important leadership skills. Would an individual look to someone for guidance & leadership if they did not truly care about the goals of the group? Of course not! Great leaders are not just focused on getting group members to finish tasks; they have a genuine passion and enthusiasm for the projects they work on. Start by thinking of different ways that you can express your zeal. Let others know that an individual care about their progress. When one person shares something with the rest of the group, be sure to tell them how much you appreciate such contributions.

▪ **Serve as a role model**

The best leaders walk the walk and talk the talk. As a result, group members admire these leaders and work to copy these behaviors. If we want to become a better leader, we should work on modeling the qualities that we would like to see in our team members

▪ **Set definitive goals & follow concrete action plans.**

An individual have to know where actually is their destination before they can map out a plan to get there. To improve the leadership skills, first set specific life goals with proper timelines. Drawing the goals by moving backwards from the end of their life to the present week. Then, formulate action plans that can be allocated to that will get you to where you want to be.

▪ **Maintain a positive attitude.**

No one respects a grumpy or negative person. With a positive attitude an individual looks at the bright side of life. People are naturally attracted to them when they have a positive attitude. By being positive, they actually lead a happier life, as well as are surrounded by other positive people. They will also magically attract exciting offers & possibilities.

▪ **Improve communication skills**

Having great leadership skills includes of being able to clearly and specifically communicate the vision, goals, skills, intentions, and expectations to others. This also includes the ability to listen to what other people are consciously or unconsciously communicating. To become a great communicator, continually attempt to improve your verbal, nonverbal, and listening skills.

▪ **Motivate others to greatness.**

The greatest leaders are those who include everyone in their sphere of influence by recognizing each person's greatest value. To be one of these leaders, look beyond the obvious and see others with insight and compassion. Many of history's greatest leaders have admitted that they rose to the top because another leader recognized and harnessed their potential.

▪ **Continue to educate and improve yourself.**

Great leaders demonstrate effective leadership skills, but most importantly, continue to improve themselves in every possible way. The person who thinks he is an expert, has a lot more to learn. Never stop learning. Be receptive to everyone's perceptions and information from around the world and beyond. Always grow and learn.

**Discussion**

Managers are people who do things right, while leaders are people who do the right thing. The very essence of leadership is that you have to have a vision.

Good leaders are made not born. If you have the desire and will power, you can become an effective leader. Good leaders develop through a never ending process of self – study, education, training, and experience.

**Do you think a leader should be a hero or a negotiator?**

In the same way, our beliefs about how people become leaders affect how we evaluate peoples' leadership potential. Believing people are born leaders is likely to result in a focus more on selection (identify the right people) rather than on development (develop the people you get). On the other hand, believing that people are made into leaders by their experiences would be more likely to result in a greater focus on making sure people had the right opportunities to develop into leaders.

Understanding whether people in your organization think leaders are born or made is critical because these attitudes play out in recruiting, promotion and development decisions.

Will our organization spend its money on selecting people believed to be born leaders, or on developing people into becoming leaders? Will executives emphasize selection of talent and only invest in those who they believe have leadership potential? Or will they see value in developing talent among a broad group of people? Top leaders set the tone for the development of others within their organization, so understanding their view can inform talent identification and development strategies.

Mandela learned the art of listening which helped in his role as a leader and peacemaker throughout his life. Mandela saw education as part of the key to winning the struggle against apartheid, while at the same time he had spoken out that education had nothing to do with a person being 'able' to vote or think. Two quick quotes from Mandela on education give an indication of what he believes:

- "A good head and a good heart are always a formidable combination", &
- "Education is the most powerful weapon which you can use to change the world."

Let's return to the speech Mandela gave when he was freed from prison. Mandela had to walk a tightrope, offering a hand of friendship to the white minority while assuring his black and colored compatriots that he would not forget their sufferings or ignore their grievances. With the world holding its breath, Mandela began his speech with these words "Friends, comrades and fellow South Africans-I greet you all in the name of peace, democracy & freedom for all. I stand here before you not as a prophet but as a humble servant of you, the people. Your tireless and heroic sacrifices have made it possible for me to be here today. I

therefore place the remaining years of my life in your hands.”

These words immediately made it clear that Mandela intended to represent all South Africans, white and black.

They also reassured anxious listeners around the world that Mandela was deeply committed to democracy—a crucial point in an era when many observers associated Africa with governmental corruption and autocracy.

Looking at the process of leadership evolution of the aforementioned great business leader Henry Ford and great political leader Nelson Mandela it shows clearly that leaders are made and not born. It is evident that leaders who influence the society and workplace aren't born into particular families, have a particular pedigree or possess particular traits. The great leaders who have initiated and achieved great changes across the world are rarely because of their birth premise. Leaders are the ones who have the self-will to decide to lead in situations that are challenging taking up responsibility and accountability. According to Bernard Bass "leadership is primarily a function of the situation, and that anyone could be a leader in the right conditions" these leaders emerge and developed themselves to be great through focus and excellence. To be a leader is a decision and determination to lead a cause that one strongly believes in.

### **Conclusion**

One of the myths that I am trying to kaput... is that you are born with this capacity to be great. Not true. It is a matter of, yes, skill. There is a lot of luck. But there is also persistence, discipline, passion, and courage to pursue that which is most important to you and to the people around you.

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