

Strategic Management for Effective Leadership

Monika Yadav

Research Scholar, Department of Management, Baba Mastnath University, Rohtak (India)

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*Corresponding Author

Email: parshanty[at]yahoo.com

ABSTRACT

Leadership has a crucial effect on the processes of strategic management. Particularly, when you talk about the future of the firm, leadership is one thing that affects it the most. A great leader also pushes its followers and its organization to the extreme in order to attain the foreseen vision. The whole idea behind this published paper is to understand and determine the performing role of authority in the formulation of strategies and their execution with the help of available literature. In order to techniques being implemented fruitfully, leadership comes with challenges that have to be solid and strong. However, it should not be anywhere close to discourteous. In addition, the leadership must be thoughtful but rather not powerless, have modesty not proud, be humorous but without imprudence. The whole idea is to have an evaluation process in order to guarantee the adequacy of the entire procedure, and this will encourage distinguishing the disadvantages and helping in making new methodologies in accordance with the change too. The steady development of the organization can be maintained with this assessment technique. On the other hand, leadership can be compared with an organization's nucleus, and it ought to have the essential bond like that of mind and blood; thus, the results of the achievement can be ensured and shared.

1. Introduction

Independent of time and additionally position, leaders can contribute altogether into the working of a firm. Leadership having compelling procedures can function as the essential reason for productively utilizing the processes of strategic management. Leaders with effective techniques can assist the development of strategic activities appropriately, and they indicate the ways for them to be exercised. These activities act as the path to results of strategic competitiveness and higher-average output. Leaders working in various firms are completely cognizant of the necessity to draw the strategic arrangement for the eventual fate of their organization and be a part of the viable establishment in regards to these much-organized schemes.

Leaders perform all sorts of roles under strategic management and acts as a change in the environment. After this, the leader creates a team with other leaders by breaking the shackles of hierarchy. At the third level, the leader chalks out strategy and draws the vision. He takes the help of visionary processes that makes the understanding of the whole strategy easy.

(Moesia, 2007). After this, the role of leadership is to create a conclusive evaluation that would evaluate strategies at different levels of the function of work. It then works on the culture change, which further allows the strategic management (Venohr, 2007). In general, leaders in firms give the vision to the firm and strategically plan the operational activities and administrate them. The leader then tries to fit association as indicated by the necessity of circumstance. Leaders spread jolt of energy to boost the morale of the soul. It builds up the associations with every one of the partners. In addition, above all, it guarantees the instructing and learning in the association.

It is a leader's duty to guide the subordinates to play out the authoritative undertakings successfully (Mason, 2011).

It is safe to say that the strategic leadership is a procedure that changes association into fruitful firms by legitimate strategies. It is the obligation of authority to spur and motivate the people in the association to work mutually with the goal that firm's vision can be converted into reality. Generally, in the associations, effective leaders play out the regular errands in the methodology making and executing the process. They build up a key vision and mission, defines objectives and objectives, make the methodologies, execute it and lastly, assess the execution (James & Grasswitz 2005 & Sean, 2005).

The accomplishment of achieving strategic business objectives, coordinating the organizations for suitable improvement, and being competitively universally in various areas has situated a novel prerequisite for foundations. There remains a test, which is to determine the parts of leadership, and those parts can separate fundamentally as far as authoritative execution. The pivotal concern is the part of an initiative, which should be followed up on. The fruitful development identified with the formation of strategy, and its establishment and evaluation require a consistent and relating promise from the highest administration, so likely effective enactment of the procedure varies (Chapman, etl, 2002; Mattis, etl, 2001). Leadership demands to specify novel avenues for the organizations.

2. What is the Role of Leadership in Strategy Management?

Administration quality acts as a key part keeping in mind the end goal to frame and implement a strategy. It fills in as a linkage, which relates the core of the organization with its body. The vow kept by the leader is in charge of urging the foundations to wind up fruitful, and this achievement leaves

settling on powerful choices for the detailing of methodology and their establishment. In the event that the strategies are not established with flawlessness, extraordinary strategies end up being unimportant. Strategies planned less than 50% observe the light of establishment, as there is a deficiency of leadership skills. Leaders offer headings to what is the course of execution and the approaches to achieve that. Comprehensively, leader related to an establishment has the duties regarding offering the vision, and he taking the response of systems reflects, chalks out the arrangement, and regulates the working endeavors. Besides, he makes an endeavor to suit his association incongruity with the necessities of the conditions. Pioneers scatter vitality-boosting exercises and elevated the confidence and the soul of those working for him.

A leader maintains a relationship with every one of the partners and above all, the leader guarantees education and learning in the association. Authority is mindful to guide the subordinates to play out the organizational errands successfully (Mason, 2011). We can state that strategic leadership is a procedure that changes association into effective association with the help of appropriate strategies. It is the duty of leadership to rouse and move the people groups in the association to work mutually with the goal that association's vision can be converted into reality. For the most part, in an organization, productive leaders play out the basic errands in the system making and executing strategies. They build up a key vision and mission, defines objectives and goals, make the procedures, execute it and afterward assess the execution.

The procedure of strategy development begins when a leader tries to change the reasoning of individuals in the firm. Everybody ought to unmistakably comprehend the requirement for change and attempt to reflect adaptable behavior for appropriate strategic planning. Pioneers ought to embrace a practical way to understand strategic gaps and distinguish the keyholes so that the legitimate techniques can be detailed (Fairholm, 2009). As indicated by Sophocles "what you can't uphold, don't summon" For successful implementation, leaders need to present the need for change. That is only conceivable by making such a culture, to the point that coordinates the strategic and operational activities. Once the culture has built up, the entire method of procedure plan and usage becomes simple (Fourier and Jacob, 2010).

In strategic administration, a leader plays out the different parts. It provides a room for change. Besides, it makes the leadership teams by choosing key players from the association by separating the present chain of hierarchy. At the third stage, it figures the vision and procedure with the assistance of a visionary procedure that elucidates the technique for comprehension of entire association (Moesia, 2007). At that point, leadership makes an assessment framework that assesses the methodology at each phase of the work inside the association. Then, at last, it changes the culture, which encourages the key administration. (Venohr & Meyer, 2007).

3. What is Leadership?

The meaning of strategic leadership indicates "the pioneer's capacity to expect, imagine, and keep up adaptability

and to enable others to make a key change as essential" (Hitt, Ireland, and Huskisson 2008: 375). Strategic leadership has numerous aspects and it envelopes overseeing by means of others and fills in as an assistant for associations to modify with the changing scene that shows up as happening considerably as ever with the pace of time in the present worldwide business network. Strategic leadership demands the capacity to join and incorporate both of the business conditions of the firms, which are inner and outer. It is additionally in charge of overseeing and enveloping basic information processes. There are numerous conspicuous activities, which decide strategic leadership that can proffer decidedly towards compelling technique authorization (see Figure 1), and they are in the accompanying:

- Determining strategic direction
- Establishing balanced organizational controls
- Effectively managing the organization's resource portfolio
- Sustaining an effective organizational culture
- Emphasizing ethical practices organizational controls

Leadership is an arrangement of conduct that authorizes the people to plan the hierarchical objectives and after that inspire them to mutually contribute so as to accomplish association's objectives. Fundamentally, pioneer assumes a key part of the basic leadership to guarantee adequacy (viability) and achievement of the association. A leader has to be strong, keeping in mind the end goal to control subordinates. He should treat everybody similarly with no separation. He ought to value everyone's contribution. It is the duty of the leader to assemble solid connections inside the entire association in both vertically and on a level plane. A leader should include everybody in the key administration process since it is emphatically relating to general execution. It is the dedication of the leader that accomplishes the key vision. Above all leader's destinations ought to incorporate with the association's vital objectives and targets to be champion. In addition, for this leader's power should be used with trustworthiness and devotion. Pioneer ought to have a reasonable mental approach about the need of progress and association's capacities. (Sami, Qamar, and Khalid, 2011).

Firms' performance relies on the procedures that are used to accomplish organization's vision. A leader acclimatizes the procedure with a vision to advance the ability of the firm to perform well or as per the need. The present business condition is quickly changing and generally, leaders endeavor to embrace adaptable and process betterment techniques to guarantee responsiveness of the association towards change. Authority affected by the entire basic decision-making process and decision-making is the center of the key administration process. It encourages the entire procedure beginning from the reasonable system for technique definition and until the assessment. Particularly, strategy implementation is completely relying on productive decision-making. Fundamentally, leadership affects three territories of association, to begin with, the vision, the systems itself and lastly the qualities. These three segments mutually make the atmosphere and culture of the association. It is the obligation of the leader to present an unmistakable comprehension of the vision throughout the association. Everybody should know

where we need to be in future. Vision should be straightforward with the goal that everybody can, without much of a stretch, comprehend it. Vision is the center point of the association and is the core strategic management process.

Leadership is in charge of the advancement of methodologies in order to accomplish the vision. Fundamentally, strategy formulation implies to provide a guide and this guide should be easy and focused. It is the obligation of an authority to relate the procedure with the vision. It should build up a culture of learning by giving a reasonable arrangement of qualities for the association. Qualities show the conduct of the association and lead the association towards the right. Both vision and methodologies ought to mirror these qualities. Once the leader comprehends the importance of values, the procedure of methodology detailing and usage turns out to be simple. An essential role of the leadership is to coordinate the people with the vital administration process. It should include everybody to guarantee responsiveness towards change. (Jonminerich, 2008).

To make and execute the business strategies is the role of strategic leaders. We can state that strategic leaders are a necessity for the general accomplishment of association. In an association, leaders perform different roles as per the need of the hour as the situations are dynamic and so is the leader's role. Essentially, leaders give the vision and set the objectives for a long run and short run. In the wake of deciding the vision, their expectations move towards the advancement of plans or towards procedure definition and after that, they try to include each one for building a group to execute the plans. Leaders should guarantee their own particular duty and in addition their subordinates. At that point, they give assets and persuade their group to execute techniques. At last, they assess the entire procedure to discover the holes for development. Fundamentally, there are nine basic parts.

Firstly, leaders try to identify the key issues as soon as possible and act as a direction finder. Then the organization works as a strategist and in this, the duty of a leader is to find and analyze the situation and form a strategy. Thirdly, a leader is an entrepreneur. Coming down to fourth, the leader is a mobilizing unit in the firm, develops, and provides resources for the proper execution of the strategies. On the fifth stage, a leader acts as a talent promoter and develop a team of key players that will work on change implementation. On the sixth level, a leader serves as a captivator and creates a long-term commitment of everyone towards that one goal. At the seventh stage, leaders perform the role of a sure organization's national perspective. After that, it performs a duty of change driver and creates an atmosphere that is feasible for change. Lastly, a leader works as a protector and safeguards company's interest. (Loren and Matthew, 2008).

Leadership is basic to define and actualize strategies. Figured strategies are nothing in the event if they could not be executed productively. Leaders generally divide methodology plan into five stages. Furthermore, leadership is a critical component of the entire process. Right off the bat, leaders are mindful to make vision that must be appended with the associations esteems and furthermore vision must be strong and justifiable. Vision informs the strategist regarding future

and qualities tells about the past. An essential errand for leadership is to make a qualification amongst vision and mission. Besides leaders are capable to set authoritative objectives and destinations particularly their work is to characterize long haul quantifiable goals. Thirdly, leaders define the methodologies that are appropriate for the accomplishment of objectives and objectives. Leaders characterize what might be a most proper approach to adapt to circumstance necessity. Fourthly, leaders play out their essential capacity that is the usage of the technique. According to Sophocles "what you cannot enforce, do not command" because strategies are nothing if they cannot have implemented efficiently and timely. Leaders construct the culture for change and develop the capabilities for proper implementation of a formulated strategy. Leaders should consider every strategy as temporary because the environment is dynamic. Therefore, leaders should focus on continuous improvement of the strategic management process. (James and Green, 2005).

4. How Leadership Works in Strategy Management

Leadership has a critical pretend in the arrangement and doing of systems. It is named as a linkage, which interfaces the key administration process with the point and vision of the association. It starts the key idea by offering a vision. From that point forward, it functions as an establishment to cushion culture where everyone acknowledges what are the approaches to do, and what are the common esteem with respect to the firm. On a very basic level, values offer the direction (Mosia and Veldsman, 2004). The duty lies in the leadership to acquaint the values or a culture related to corporate. The vision of the leader itself proffers gauge technique arrangement and the promise of the initiative ensures the establishment of procedure (Fairholm, 2004). Formulated systems cannot be executed without the contribution of each one. Everybody ought to comprehend the need of progress and ought to contribute their push to productively actualize the procedures. Furthermore, no one but authority can rouse and propel the general population to bring change since individuals dependably oppose change. Authority attempts to discover the holes via deliberately examine the atmosphere both inside and outer. What's more, create plans to fill these holes by execution of plans (Ascot, 2008).

5. Establishing Vision of the Organization

To put point and vision into order may be considered as pioneers' the most noteworthy obligation. The vision makes vital leaders ready to decide the standards that offer the course and bigger degrees for the undertaking. It offers the premise, which empowers the approval of people to line up with freedom, judgment, and activity. Vision must be both expansive and particular – sufficiently wide to catch the expectations, dreams, and wants of an information-based work power, and sufficiently particular with the goal that people can characterize the extent of their own work in the satisfaction of the vision.

1. Leader as an Innovator

To bring out the curiosity inside the entire organization is considered as the fundamental employment of leadership. The duty lies with the leadership and it is to take inventive

key process, and that begins from thought to assessing execution to ensure upper hand. To care for the entire association, leaders should think about each angle that can guarantee the adequacy of the association. It ought to deliberately create and execute systems since methodologies are the stairway towards the vision and mission.

II. Leader as an Analyst

In the strategic management process, it is the obligation of a leader to examine the circumstances to discover the hole amongst present and wanted the state. Furthermore, it is the obligation of a leader to define the plans to defeat the holes as indicated by the prerequisite of circumstance. Strategies based on the investigation of leaders, so we can state that an imperative assignment of authority is to examine the association's condition precisely. It is the fundamental capacity of a leadership to arrange or streamline the entire association's work, particularly the arranging and executing of systems. Since once they sort out the framework, the changed administration is not any more troublesome. Leaders cannot lead proficiently until they cannot arrange.

III. Leader as a Decision Maker

Leaders settle on choices that assist to accomplish the vision and hence, the most imperative part of authority is to decide. Leaders are in charge of the legitimate working of the association. So they need to choose what to do, how to do and by whom. Entire strategic management process relies on the basic leadership of the leader. Leaders choose how to accomplish objectives. What kind of methodologies ought to be and how they should actualize? Leader as a teammate: leadership gives the premise to procedure detailing. What's more, to execute the systems productively there is a need for asset cooperation. It is the obligation of a leader to give all the required assets. To satisfy the request of association,

leaders need to team up with other. They make collisions with different associations. The key errand they perform is to make arranges that adjust the association to condition both inside and outer, additionally locally and universally.

6. Conclusion

Leadership implies taking up duties. Leaders, who are mindful, ensure the viability of the procedure identified with the administration. It offers the reason for procedure thoroughly considered arrangement and by the offer of vision, it manages the association bending into methodology development. When it influences an endeavor to detail technique to process, it gives an attempt to carry into line the association alongside the important variety of the framework. At that point, it offers regard for the institution of the system where the principle accentuation of the administration goes to achieve the vision by achieving the thoroughly considered techniques. The highest noteworthy action of leadership is that it relates the arrangement of its vision with the objectives and targets of the association and that result in having an association's focused nature with the successful lively milieu; then again, it can prepare and energize the specialists of the association to achieve the objective and vision. At last, leadership needs to have the assessment procedure to ensure the adequacy of the entire procedure, and this perspective will encourage to recognize the disadvantages and to make new the strategies in accordance with the change too. Besides, this assessment procedure can help and manage the steady development of the organization. In this manner, one might say that administration is known as the core of the association, and it ought to have the crucial part like the part of blood and cerebrum; accordingly, the results of the achievement can be ensured and shared. The feeling, which has the high esteem, moves toward becoming champion at last. The leaders who give blood work hard dependably turn into the beneficiary of lion shares from their devotees, and the individuals who give security and great circumstances with regards to the squeeze, people are more known as gallant (George Orwell).

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