

HOW TO BECOME A GOOD LEADER

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Abstract: The article deals with the personal qualities of leadership necessary for a good management of a team. Also, the article describes the appropriate management behavior.

Keywords: Manager, personality traits of the head, high-level professional.

There are a lot of special courses and literature on how to become a good leader. They all promise to reveal all the secrets of the art of management and to make almost any person a successful manager. So why do good managers continue to be very rare? Leading companies conduct thorough competitive selection of managers spending a significant amount for the services of a professional recruitment agencies who are willing to pay for the relocation of valuable employees from other cities. This all happens despite a large number of professionals, training managers at all levels of the fundamentals of successful management, present on the market. (Боронова, 2008)

Would not it be easier to hire them, rather than waste time and money on seeking out a proper manager?

Apparently, the fact is that a good leader is not just a high level professional and a direct person with a certain set of personality traits. Only such a person has the potential to lead.

But that does not guarantee that you are a successful manager. And the reason for this is just the art of governance. In order to succeed in this field, it is necessary to take into account a number of important points. (Кибанов, 2011)

First, a good manager is an employee who is not only aimed at the result, but should lead their subordinates to it. The words like «I do not want, I can not, I do not know, I am tired» are not acceptable. Also, to achieve the purposes of the head of the department he does not only make decisions and implement innovations, he often has to take unpopular measures or to be responsible for the final result, whatever it may be. So the basic rule of a successful leader is the willingness to take responsibility not only for his own decisions, but also for the actions of their subordinates, as well as for the positive or negative result of these actions. It is impossible to shift responsibility to others: you and only you are responsible for everything that happens to you in the assigned department, division, or the shop, because all the tools, people and events that led to a particular result are under your command.

Second, a good leader has, no doubt, a high level of proficiency. To reach this level he needs continuous improvement, not just to know and to be able to do something, but also be able to transfer his knowledge and skills to subordinates. Therefore, the second rule of a successful leader is continuous professional development. Study, study and study again, there is no limit to perfection.

Third, a good leader must always control the situation, be aware of everything what is going on. This means to respond swiftly and eliminate the negative factors. So the third rule is to be constantly in the subject.

Fourth, to be aware, you need to have the information. You need to know how to collect a variety of sources, analyze and use them. Sources at the same time can be very controversial, but the manager must examine all the information, compare and verify it literally bit by bit. Without it you can not be sure of the objective assessment of what is going on, that could lead to negative consequences.

And it predetermines the fourth rule of a successful leader, carefully collect, correct and timely use the information.

Fifth, a good manager is not the one who makes the subordinates' work, but the one who will be able to organize the work in such a way that the production processes do not stop in his absence.

To do this, you need to find an individual approach to each direct report and use it to the maximum, in accordance with the skills and abilities. It is very important to balance the power and effective delegation of authority correctly. To do this, you need to clearly assign responsibilities and secure the area of responsibility of each staff member. When a person knows exactly what is required of him, he is clearly performing well. Therefore, the fifth rule, competent balance of power and effective segregation of duties in the team.

Sixth, To meet the conditions, you need is to start with yourself. Organize your time so that everything prospers, and do not fuss over anything. Then your peace would inspire confidence in subordinates anytime even at the situations of emergency.

Learn how to properly plan their time by setting priorities. (Зайцева, 2008)

A real leader is usually driven by his vision. Though unclear, he sees an end state of his vision. A leader will therefore act on his belief to make this vision a reality, taking every opportunity present and whatever to convince others to follow his vision. The ability to visualize a possible future state for an organization has always been an important component of successful leadership. Leaders who do not have a vision do not have a mission. Since they do not know where they will be heading, they certainly cannot see the exciting possibilities. Without a vision, leaders have nothing to rely on in terms of motivation and belief when they are presented with pressure and doubts from the people around them. How can they lead if they themselves are doubtful of their own purpose? A leader with a strong vision has the strength to overcome any difficult situation. With a clear vision, a leader can create a picture of the future, therefore allowing him to priorities what needs to be done to realize the end result.

Finally, when the tasks are defined, power is distributed and the production process is organized, it is necessary to monitor the performance. Competent leader does not have to be a slave to the supervisory authority, which is to be feared. In this case, you will not withhold information that may be important and influence the objective assessment of the situation. And you risk being left in the dark about the real state of affairs. By controlling the performers, you have to skillfully dose constructive criticism and praise. Therefore, the seventh rule is competent and timely control.

In conclusion, summarizing the article, it is necessary to wish good luck to managers at all levels and to recall that the leader is not only a prestigious position, but it is also a hard work, aimed primarily at self-improvement.

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