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Foundations of Leadership: Vital in Leading to Enhancement of the overall Structure of the Organizations

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ABSTRACT

The individuals in leadership positions are vested with the authority and responsibility of putting into operation the job duties in a manner that would be facilitating in carrying out the functioning of overall organizations in a satisfactory manner. The foundations of leadership need to be reinforced on regular basis. The psychodynamics of leadership is an important concept, which needs to be reinforced on regular basis. Furthermore, the leaders need to up-grade their knowledge, competencies, abilities and aptitude. These are required in putting into operation complicated and manageable job duties. Furthermore, reinforcing the traits of morality, ethics, diligence and conscientiousness would prove to be advantageous on a comprehensive basis. They need to impart information to the workforce as well in terms of meaning and significance of these traits. As a consequence, the individuals will be able to do well in their job duties, achieve organizational goals and reinforce foundations of leadership. In promoting well-being and goodwill of the organizations and employees and bringing about changes in various aspects of the organizations, the up-gradation of foundations of leadership are regarded as worthwhile and advantageous. Therefore, it can be stated, foundations of leadership are vital in leading to enhancement of the overall structure of the organizations. The main concepts that are taken into account in this research paper are, understanding the meaning and significance of foundations of leadership, psychodynamics of leadership and factors required to reinforce the foundations of leadership.

Keywords: Foundations, Job Duties, Leadership, Methods, Organizations, Psychodynamics, Structure

INTRODUCTION

In all types of organizations, i.e. production, manufacturing, services, educational institutions of all levels, financial institutions and so forth, there are certain goals and objectives towards which members are focused. They are required to augment their competencies and abilities. They need to put emphasis on honing their knowledge in terms of modern, scientific and innovative methods within the course of implementation of job duties and responsibilities (Twin, 2022). The individuals in leadership positions need to put emphasis on various aspects. Seeking self-

improvement is regarded as one of the essential aspect. The leaders are required to prepare themselves in an adequate manner. They need to put emphasis on bringing about improvements in their knowledge, skills and abilities. Furthermore, the leaders are required to be moral and ethical in their conduct. It is of utmost significance for the leaders to ensure they put into practice their job duties and responsibilities in a manner that would contribute significantly in promoting well-being and goodwill of the employees. They would also contribute significantly in leading to up-gradation of the overall structure of the

organizations. Therefore, self-improvement is the factor that needs to be focused upon throughout one's job duties. The human resources are the assets of the organizations. The leaders get the tasks and functions implemented through the workforce. Hence, the leaders are required to seek responsibility, when they get the job duties done through the workforce. The workforce may carry out the job duties in a well-organized manner or they may experience setbacks. When they are able to achieve desired goals, the supervisors acquire appreciation from the employers. On the other hand, when there are occurrence of setbacks, the supervisors are responsible. Hence, it can be stated, leaders seek responsibility (Leadership, 2022). The leaders need to focus on augmenting knowledge, skills and abilities. These need to be reinforced in terms of methods and strategies. The utilization of pioneering methods is regarded as indispensable to do well in one's job duties and generate the desired outcomes. The leaders are required to augment their knowledge and understanding in terms of these methods. Their utilization would facilitate the implementation of tasks and activities in an efficient manner. Furthermore, the workforce too needs to be imparted adequate training in terms of these methods. The leaders are vested with the authority and responsibility of promoting well-being of the workforce. The conduct and deportment of the leaders should be such that the employees should feel comfortable in approaching them. Problems and challenges are regarded as an integral part of the professional lives of the individuals. Hence, the leaders are required to listen and understand their problems and provide solutions to them in an appropriate manner. Furthermore, efforts need to be put into operation to create an amiable and pleasant environment within the workplace. The employees need to be kept informed in terms of various factors. Within the course of time, there are changes taking

place in various aspects of the organizations. These take place in terms of job duties, responsibilities, methods, approaches, laws, rules, infrastructure, amenities, facilities and the overall working environment. When changes are brought about, it needs to be ensured, they are favourable and advantageous to the workforce. It is indispensable for the workforce to develop motivation towards the implementation of all types of job duties and responsibilities. Therefore, promoting well-being of the workforce and keeping them informed are regarded as essential factors that need to be reinforced on regular basis.

Understanding the Meaning and Significance of Foundations of Leadership

The individuals in leadership positions are vested with the authority to carry out various types of job duties and responsibilities. They are required to make use of their knowledge, proficiencies and capabilities to do well in their job duties, achieve desired goals and lead to enhancement of the overall structure of the organizations. When the leaders are carrying out their job duties, they are responsible for the outcomes that are generated. On the other hand, when staff members are working under their supervision, in such cases as well, they are responsible for their job duties. The leaders are required to guide and lead them in the right direction. The leaders get the tasks and functions put into practice through the workforce. Hence, the leaders need to ensure, the workforce is trained. They need to be well-prepared, when they get the job duties put into operation through the workforce. Therefore, one is able to acquire an efficient understanding of the meaning and significance of foundations of leadership, when leaders utilize the competencies and abilities of workforce to generate the desired outcomes. Throughout the jobs of the leaders, they need to focus on augmenting knowledge, expertise and capabilities. These are regarded as the key to do well in their job

duties, generate desired outcomes, reinforce well-being and goodwill, achieve organizational goals and lead to up-gradation of the overall structure of the organizations. When individuals are paying attention towards this factor, the job duties and responsibilities are regarded as major aspects. Individuals augment knowledge, expertise and capabilities in terms of all types of job duties and responsibilities. In addition, these need to be reinforced in terms of different types of procedures, techniques and approaches. Furthermore, laws, rules, policies, norms, values, standards and principles are the key aspects in terms of which leaders need to be informative. Therefore, individuals acquire an understanding of the meaning and significance of foundations of leadership, when they are wholeheartedly committed towards augmenting knowledge, expertise and capabilities. The leaders are vested with the authority and responsibility of promoting well-being and goodwill of the workforce. The strategies need to be implemented in such a manner that the work force develop motivation. Within the working environment, the approaches need to be implemented in a manner that would put emphasis on creating an amiable and pleasant environment. As a consequence, the mind-sets of the individuals will be stimulated and they put in efforts to their best abilities towards implementation of job duties. The conduct of the leaders should be such that the employees should feel comfortable in approaching them. Problems and challenges are regarded as an integral part of the professional lives of the individuals. Hence, the leaders are required to listen and understand their problems and provide solutions to them in an appropriate manner. Furthermore, the leaders need to possess an approachable nature and an amiable attitude. Therefore, individuals acquire an understanding of the meaning and significance of foundations of leadership,

when they are contributing significantly in preparing the workforce.

Psychodynamics of Leadership

When conducting research on the foundations of leadership, it is of utmost significance to acquire an efficient understanding of the psychodynamics of leadership. The psychodynamics of leadership impart information among individuals in terms of approaches to do well in their job duties, achieve organizational goals and lead to up-gradation of the overall structure of the organizations (MA Leadership and Management, 2021). Therefore, the individuals in leadership positions are required to reinforce these throughout their jobs. When the job of reinforcement of psychodynamics of leadership is carried out, it needs to be ensured, they are enriching to the other individuals as well as the overall structure of the organizations. Psychodynamics of leadership are stated as follows:

Seeking Self-improvement

The individuals in leadership positions need to put emphasis on various aspects. Seeking self-improvement is regarded as one of the essential aspect. The leaders are required to ensure that they bring about improvements in various aspects. They are required to prepare themselves in an adequate manner. The reason being, some job duties are difficult, whereas, others are manageable, but to do well in them, it is apparently understood, individuals in leadership positions need to focus upon self-improvement. They need to put emphasis on bringing about improvements in their knowledge, competencies and abilities. Furthermore, the leaders are required to be moral and ethical in their conduct. It is of utmost significance for the leaders to ensure they put into practice their job duties and responsibilities in a manner that would contribute significantly in promoting well-being and goodwill of the employees. They need to implement the traits of diligence, resourcefulness and conscientiousness.

Leaders also are required to contribute significantly in leading to up-gradation of the overall structure of the organizations. Therefore, it is understood in all types of organizations that seeking self-improvement is the factor that needs to be focused upon throughout one's job duties.

Seeking Responsibility

The individuals in leadership positions are vested with the authority to implement various types of job duties and responsibilities. They are required to make use of their knowledge, competencies and abilities to do well in their job duties and generate the desired outcomes. When the leaders are carrying out their job duties, they are responsible for the outcomes that are generated. On the other hand, when staff members are working under their supervision, in such cases as well, they are responsible for their job duties. The leaders get the tasks and functions put into practice through the workforce. Hence, the leaders are required to seek responsibility, when they get the job duties done by themselves and through the workforce. The workforce may carry out the job duties in a well-organized manner or they may experience setbacks. When they are able to achieve desired goals, the supervisors acquire appreciation from the employers. On the other hand, when there are occurrence of setbacks, the supervisors are responsible. Furthermore, efforts need to be put into operation to bring about improvements. Therefore, leaders seek responsibility, when they are putting into practice the job duties on their own or through the workforce.

Augmenting Knowledge, Skills and Abilities

Throughout the jobs of the leaders, they need to focus on augmenting knowledge, skills and abilities. These are regarded as fundamental to do well in their job duties, generate desired outcomes, achieve organizational goals and lead to up-gradation of the overall structure of the organizations. When individuals are paying attention towards this factor, the

job duties and responsibilities are regarded as major aspects in terms of which these need to be honed. In addition, these need to be reinforced in terms of methods, techniques and strategies. Furthermore, laws, rules, policies, norms, values, standards and principles are the key aspects in terms of which leaders need to be informative. The utilization of pioneering methods is regarded as indispensable to do well in one's job duties and generate the desired outcomes. The leaders are required to augment their knowledge and understanding in terms of these methods. Their utilization would facilitate the implementation of tasks and activities in an efficient manner. Furthermore, the workforce also need to be well-aware in terms of these methods. Therefore, augmenting knowledge, skills and abilities is a psychodynamic of leadership, which needs to be focused upon on regular basis.

Promoting Well-being of the Workforce

The leaders are vested with the authority and responsibility of promoting well-being of the workforce. Within the working environment, the strategies need to be implemented in a manner that would put emphasis on promoting well-being of the workforce. As a consequence, the mind-sets of the individuals will be stimulated and they develop motivation towards implementation of job duties. The conduct of the leaders should be such that the employees should feel comfortable in approaching them. Problems and challenges are regarded as an integral part of the professional lives of the individuals. Hence, the leaders are required to listen and understand their problems and provide solutions to them in an appropriate manner. Furthermore, efforts need to be put into operation to create an amiable and pleasant environment within the workplace. The employees need to be communicated with in an effective manner in terms of various factors. Within the course of time, there are transformations taking place in various aspects of the organizations. When

these take place, it needs to be ensured, they are favourable and advantageous to the workforce. Therefore, it can be stated, promoting well-being of the workforce is indispensable to a major extent.

Keeping the Workforce Informed

The employees need to be kept informed in terms of various factors. Within the course of time, there are changes taking place in various aspects of the organizations. These take place in terms of job duties, responsibilities, techniques, methodologies, laws, rules, infrastructure, amenities, facilities and the overall working environment. When changes are brought about, it needs to be ensured, they are favourable and advantageous to the workforce. The research studies have indicated, when changes are not brought about, the job duties tend to become monotonous. Hence, within the course of time, changes need to be brought about with the aim of promoting well-being and goodwill. The leaders are vested with the authority and responsibility of carrying out this task. Furthermore, they are required to keep the workforce informed. Furthermore, when the workforce is overwhelmed by any problems and challenges, they need to be assisted to provide solutions to them in a satisfactory manner. It is indispensable for the workforce to develop motivation towards the implementation of all types of job duties and responsibilities. Therefore, keeping the workforce informed is regarded as one of the essential factors that need to be reinforced on regular basis.

Developing Mutual Understanding

Within all types of organizations, the leaders and the workforce need to develop mutual understanding. They are required to work in collaboration and integration with each other towards generation of desired outcomes. Leaders impart information among individuals in terms of meaning and significance of mutual understanding. This is regarded as one of the indispensable concepts that is necessary to do well in

their job duties, meet the expectations of the individuals in leadership positions, achieve organizational goals and lead to up-gradation of the overall structure of the organizations. The leaders focus on encouragement of teamwork. The workforce are given projects and assignments, which they are to work in a team of two or more. When teamwork is promoted, individuals are able to augment their knowledge in terms of various areas, exchange ideas and viewpoints, develop motivation towards job duties, provide solutions to various types of problems and develop mutual understanding. As a consequence, the employees will put in efforts to their best abilities. Furthermore, they will augment their abilities to work under stress. Therefore, throughout the job duties of all members, irrespective of their job positions in the hierarchy, they need to reinforce mutual understanding.

Ensuring the Generation of Desired Outcomes

In all types of organizations, leaders are required to augment their competencies and abilities towards generation of desired outcomes. In some cases, it is manageable, whereas, in other cases, it is difficult. All members, irrespective of their job positions in the hierarchy, need to be committed towards their job duties. Throughout the jobs of the leaders, they need to focus on augmenting knowledge, abilities and aptitude. These are regarded as fundamental to do well in their job duties, achieve organizational goals and lead to up-gradation of the overall structure of the organizations. When individuals are paying attention towards this factor, they will be able to contribute significantly in generation of desired outcomes. Leaders and employees are required to work in co-ordination with each other towards generation of desired outcomes. The leaders are required to supervise the workforce to ensure the generation of desired outcomes. They implement the methods and approaches in a manner that would stimulate the mind-sets of the workforce

towards their job duties. Therefore, it is well-understood, ensuring the generation of desired outcomes is the psychodynamic of leadership, which needs to be focused upon on regular basis by all the members of the organizations.

Bringing about Changes

Within the course of time, there is a need to bring about changes in various aspects of the organizations. These take place in terms of job duties, responsibilities, methods, approaches, laws, rules, infrastructure, amenities, facilities and the overall working environment. When changes are brought about, it needs to be ensured, they are favourable and advantageous to the workforce. Furthermore, these are facilitating in carrying out the overall functioning of the organizations in an efficacious manner. It is indispensable for the workforce to develop motivation towards the implementation of all types of job duties and responsibilities. When changes are brought about, it needs to be ensured, the financial resources are utilized in an efficient manner. The research studies have indicated, when changes are not brought about, the job duties tend to become monotonous. Hence, within the course of time, the concept of job rotation is implemented. This is transferring the employees to other departments. The employees in this manner are honing their knowledge, competencies and abilities. Therefore, it is well-understood, bringing about changes is the psychodynamic of leadership, which needs to be put into practice throughout the functioning of the organizations.

Developing Motivation towards leading to Progression

In all types of organizations, leaders are required to augment their competencies and abilities towards developing motivation among workforce towards doing well in their job duties, achieving organizational goals and leading to up-gradation of the overall structure of the organizations. Individuals in leadership

positions and employees are required to develop motivation towards leading to progression. It is indispensable for the workforce to develop motivation towards the implementation of all types of job duties and responsibilities. Leaders implement the strategies to develop motivation towards leading to progression. These are, giving rewards and incentives; providing promotional opportunities; giving an increase in pay; utilizing modern, scientific and innovative methods; leading to up-gradation of training and development programs; organizing seminars and workshops; encouraging teamwork; augmenting knowledge, skills and abilities among employees; promoting well-being of the workforce; increasing employee morale and creating an amiable and pleasant environment within the workplace. The reinforcement of these factors render an important contribution in developing motivation towards leading to progression (Leadership Basics, 2022). Therefore, developing motivation towards leading to progression is the psychodynamic of leadership, which has proven to be favourable to the members and the overall structure of the organizations.

Utilizing full Capabilities of the Organizations

Throughout the jobs of the leaders, they need to focus on the task of utilizing full capabilities of the organizations. These are regarded as fundamental to do well in their job duties, generate desired outcomes, achieve organizational goals and carry out the overall functioning of the organizations in an adequate manner. When individuals are paying attention towards this factor, the job duties and responsibilities are regarded as major aspects in terms of which skills and capabilities need to be honed. Furthermore, leaders and workforce need to be informative in terms of methods, techniques and strategies. Furthermore, laws, rules, policies, norms, values, standards and principles are the key aspects in terms of which leaders and workforce need to be informative. The utilization of

modern and innovative methods are indispensable to do well in one's job duties and generate the desired outcomes. The leaders are required to augment their knowledge and understanding in terms of ways of utilizing full capabilities. Their utilization would facilitate the implementation of tasks and activities in an efficient manner. Therefore, utilizing full capabilities of the organizations is the psychodynamic of leadership, which needs to be reinforced throughout the functioning of organizations.

Factors required to reinforce the Foundations of Leadership

The individuals in leadership positions put into practice their job duties in a manner that would render an important contribution in generating the desired outcomes and leading to up-gradation of the overall structure of the organizations. In order to achieve these goals, the individuals in leadership positions need to be well-equipped in terms of the factors that are necessary to reinforce the foundations of leadership. When these factors are reinforced, the leaders need to ensure that they implement positivity in them. Furthermore, it needs to be ensured that the employees incur the feeling of job satisfaction (Leadership Development, 2022). Factors required to reinforce the foundations of leadership are, being well-versed in terms of job duties and responsibilities; being informative in terms of methodologies and approaches; inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; implementing time management skills; making wise and productive decisions and leading to enhancement of the overall structure of the organizations. These are stated as follows:

Being Well-versed in terms of Job Duties and Responsibilities

The individuals in leadership positions need to be well-versed in terms of their job duties and responsibilities. Some of these are, promoting employee well-being;

utilizing modern, scientific and pioneering methods; managing financial, human, technical and material resources; organizing seminars and workshops; honing technical skills; being informative in terms of methodologies and approaches; conducting research on regular basis; putting in efforts to one's best abilities; implementing time management skills; making wise and productive decisions and leading to up-gradation of the overall structure of the organizations. When the leaders will carry out their job duties and responsibilities appropriately, they will be able to promote enrichment on a comprehensive basis. Therefore, being well-versed in terms of job duties and responsibilities is regarded as one of the indispensable factors required to reinforce the foundations of leadership.

Being informative in terms of Methodologies and Approaches

Throughout the jobs of the leaders, they need to be informative in terms of methodologies and approaches. The reason being, these are regarded as fundamental to do well in one's job duties and to generate the desired outcomes. The utilization of scientific and pioneering methods is regarded as indispensable to do well in one's job duties and generate the desired outcomes. The leaders are required to augment their knowledge and understanding in terms of these methods to do well in their job duties and responsibilities. Their utilization would facilitate the implementation of tasks and activities in an efficient manner. Furthermore, the workforce also needs to be well-aware in terms of these methods. Therefore, being informative in terms of methodologies and approaches is one of the significant factors required to reinforce the foundations of leadership.

Inculcating the Traits of Morality and Ethics

The leaders need to inculcate the traits of morality and ethics. These traits would facilitate in the implementation of job duties and responsibilities in a

well-organized manner, promote employee well-being, and lead to enhancement of the overall structure of the organizations. Furthermore, the individuals are able to differentiate between all types of appropriate and inappropriate factors. The leaders are carrying out job duties independently as well as are required to work in collaboration and integration with other members. Hence, it is apparently understood, when they are moral and ethical in their conduct, they will incur the feelings of pleasure and contentment. Furthermore, they will acquire appreciation and reverence from the other members. Therefore, it can be stated, inculcating the traits of morality and ethics is a vital factor required to reinforce the foundations of leadership.

Implementing the Traits of Diligence, Resourcefulness and Conscientiousness

Implementing the traits of diligence, resourcefulness and conscientiousness is regarded as one of the key factors which needs to be honed throughout one's jobs. The job duties and responsibilities can be manageable as well as complicated. But in all of them, the implementation of these traits would facilitate in doing well in them and in generating the desired outcomes. These traits would facilitate in augmenting knowledge and understanding in terms of methodologies and strategies. The leaders are carrying out job duties independently as well as are required to obtain assistance from the other individuals. Furthermore, the workforce also needs to be well-aware in terms of these traits. Therefore, it is understood on a comprehensive basis that implementing the traits of diligence, resourcefulness and conscientiousness is a crucial factor required to reinforce the foundations of leadership.

Implementing Time Management Skills

The leaders are normally overwhelmed by number of job duties and responsibilities. Some may be less time consuming, whereas, others require more amount of time. Hence, it is necessary for the leaders to

implement time management skills. These skills would facilitate in assigning priorities to the tasks. The tasks which are more important are carried out first, whereas, the tasks, which are less important are focused on after the completion of more important ones. Procrastination is avoided. Hence, implementing time management skills has been favourable to all the members on a comprehensive basis. The reason being, job duties get completed within the required time frame. Therefore, implementing time management skills is a factor required to reinforce the foundations of leadership, which has been favourable to all members, irrespective of their job positions in the hierarchy.

Making Wise and Productive Decisions

The leaders are vested with the authority and responsibility of making wise and productive decisions. They use their own discretion. In some cases, other members are provided with the opportunities to express their ideas and viewpoints. The various aspects in terms of which these take place are, job duties, activities, methods, procedures, strategies, approaches, resources and the overall structure of the organizations. When decisions are made the leaders need to ensure, they promote well-being and goodwill of the members as well as the organizations as a whole. In the implementation of this task, the analysis is conducted in terms of the alternatives. Furthermore, the selection is made of the most suitable and worthwhile alternative. Therefore, making wise and productive decisions is a factor required to reinforce the foundations of leadership, which needs to be paid attention towards throughout the functioning of the organizations.

Leading to enhancement of the overall Structure of the Organizations

Throughout the jobs of the leaders, they need to focus on the task of leading to enhancement of the overall structure of the organizations. In order to carry out this

task appropriately, the leaders need to do well in their job duties, generate desired outcomes, reinforce well-being and goodwill and focus on achievement of organizational goals in an adequate manner. When individuals are paying attention towards this factor, the job duties and responsibilities are regarded as major aspects in terms of which competencies and abilities need to be honed. Furthermore, leaders and workforce need to be informative in terms of various types of methods, techniques and strategies. Therefore, leading to enhancement of the overall structure of the organizations is a factor required to reinforce the foundations of leadership, which needs to be taken into account by all members throughout the implementation of their job duties.

Conclusion

In all types of organizations, leaders need to augment their competencies and abilities towards achievement of organizational goals and objectives. As a consequence, foundations of leadership are strengthened. Psychodynamics of leadership are, seeking self-improvement, seeking responsibility, augmenting knowledge, skills and abilities, promoting well-being of the workforce, keeping the workforce informed, developing mutual understanding, ensuring the generation of desired outcomes, bringing about changes, developing motivation towards leading to progression and utilizing full capabilities of the organizations. Factors required to reinforce the foundations of leadership are, being well-versed in terms of job duties and responsibilities; being informative in terms of methodologies and approaches; inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; implementing time management skills; making wise and productive decisions and leading to enhancement of the overall structure of the organizations. Finally, it can be stated, understanding foundations of leadership will prove to

be worthwhile in promoting employee well-being and leading to enhancement of the overall structure of the organizations.

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