



### A STUDY OF LEADERSHIP AND ORGANIZATIONAL DEVELOPMENT

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#### Abstract:

*Leadership and organizational development are two areas that must work together in order for any company or organization to be successful. Leadership sets the tone and direction for an organization, while organizational development ensures that the company has the necessary structure and processes in place to support its growth. Organizational development is essential for any company that wants to scale up its operations. Without a well-developed organizational structure, companies will quickly become bogged down by inefficient processes and a lack of clear communications. Leadership is important because it helps to guide and direct a group toward a common goal. Good leaders are able to inspire and motivate others to achieve success, and they are able to make difficult decisions and Leadership is also important because it helps to create a sense of direction and purpose, and it can foster a sense of unity and cooperation within a group. A good organizational development plan will take into account the company's current state and identify areas where improvements can be made.*

*Leadership development is just as important as organizational development, if not more so. After all, it is the leaders who will be setting the direction for the company and making decisions that will impact its future. It is only by working together that leadership and organizational development can truly be effective. By taking into account the needs of both areas, companies can ensure that they have the right people in place to lead them into the future.*

**Keywords:** *Leadership, work-culture, environment, motivate, organisation, development and management.*

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#### Introduction:

Leadership and organizational development are two of the most important components of any successful business. The ability to lead effectively, inspire and motivate employees, create a positive work culture, and develop the right organizational strategies are essential for companies to succeed in today's competitive environment. But how do these two go hand in hand? In this research paper explore the connection between leadership and organizational development and discuss how organizations can Read on to learn more about how

these two components can be used in tandem for maximum success. Leadership is the process of leading employees in an organization toward the achievement of organizational goals. Inspire and guide employees to work together to achieve common goals.

Effective leadership is also important for the overall success and productivity of a group or organization. Good leaders are able to create a vision and a plan to achieve it, and they are able to communicate this vision in a way that inspires and motivates others to work toward it. They are also able to create a positive work



culture and foster a sense of teamwork and collaboration, which can help to improve morale and increase productivity.

### Objectives of the study:

1. To study of the recent trend in Leadership.
2. To study role of researchOrganizationaldevelopment.

### Research Methodology:-

1. Research paper is based on secondary data.
2. Research paper is based on recent reports of various organisation.

### Overview of Leadership and Organizational Development:

A survey of many organizations found that leadership is the key to successful skill development. Leadership is necessary for employees to develop their skills. According to the poll, one critical goal that enables the organization to grow successfully is upskilling. Employees who are upskilled develop new abilities that require agility to run the organization. An organization has a chance to achieve new results if it is adaptive.

For instance, the Covid-19 outbreak has disturbed the workplace globally. Globally, central banks have implemented liquidity strategies for the pandemic crisis. Similar to this, businesses now permit employees to work remotely from home. Employers want their workers to become better equipped to deal with these circumstances. Airlines and shipping companies have seen a decline in revenue under the scenario mentioned earlier.

### • Factors Affect Leadership and Organizational Development

The following factors have an impact on organizational development and leadership:

- **Emerging Technologies** - Numerous businesses today use a variety of cutting-edge technology, including AI, machine learning analytics, and big data. Utilizing technology brings advantages. However, one of the key elements in determining how an organization evolves is the leadership style it

adopts. Emerging technology can be incorporated into an organization's structure if its leaders are upskilled, flexible, and innovative. However, it would be challenging for an organization to adjust in light of shifting conditions if its leadership styles were founded on conventional principles.

- **Environmental Change** - The types of leadership and management are significantly influenced by environmental changes. This is especially true if the organization is dealing with a global pandemic like COVID-19. Organizations require a staff that can change and adapt in order to take on risks present in the environment.
- **Diversity Maintenance** - When bringing in new leaders, an organization should make careful to preserve diversity at all levels. A global organization would have a code of conduct to keep diversity at all organizational levels. Race, gender, ethnicity, disability, and other factors are all part of diversity. The development of organizations also depends on diversity-related aspects. Long-term leadership management and organizational development improvements begin with fostering diversity in a global organization.
- **Self-awareness and Continuous Improvement** - Commercial awareness is a crucial skill in leadership management. The leader will comprehend market advancements through commercial awareness. A leader can achieve innovation through development. The development of an organization will result from knowledge. The ability to design and evaluate variables that affect the organization's long-term growth will be made possible by the leader's commercial awareness.
- **Creating a self-induced environment** - The leader will have the time and understanding necessary to recognize that the organization's adopted plan has a number of problems. Based on the approach taken by the leader in these situations, an action plan can be



created. By employing a successful plan, the problems in organizational development can be reduced.

- **Transactional** - A situation where the process is reliant on rewards and benefits is known as transactional-based leadership. There would also be consequences if someone failed to complete a specific task. With this leadership-based strategy, there won't be any ambiguity in how employees carry out their duties.
- **Authoritative** -The relationship between a boss and an employee is the foundation for authoritative leadership. Under this management style, leaders only value subordinates who advance along with them. This type of leadership style represents the relationship between the employer and the employee. This kind of leadership approach would be advantageous when bosses and subordinates share similar mindsets. This style of leadership fosters greater levels of trust and confidence between the boss and the subordinates.
- **Democratic** - Democratic leadership is solely founded on the idea that an organization or particular project should be managed like a full nation. All team members and employees can be seen actively participating in this kind of leadership. When considering group work, all employee discussions and contributions are taken into account. One advantage of this type of leadership is that it fosters teamwork and collaboration. Organizational development can be attained through good teamwork.
- **Strategic** - Strategic leadership resembles transformative leadership in certain ways. In strategic leadership, the leader uses a plan to accomplish all kinds of company goals and objectives. The leader is, nonetheless, receptive to the growth of innovation. This style of leadership encourages adaptation within the company.

### Conclusions:

Leadership is a critical component of organizational development. Strong leaders can set direction and vision, make strategic decisions, motivate and engage employees, build a strong organizational culture, and manage change and growth. Leaders who are held accountable for their actions are more likely to make responsible decisions that benefit the organization.

In addition, through investing in employee learning and growth opportunities, businesses are able to make the most out of their personnel while also creating a culture where everyone is motivated to reach their full potential. Leadership and organizational development should not be seen as separate entities – they rely on each other for success!

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### Cite This Article:

**\*Dr. M. Gutte N.M. (2023).** *A Study of Leadership and Organizational Development, Electronic International Interdisciplinary Research Journal, XII, Issues – VI (Special Issues-I), Nov -Dec, 2023, 128-121.*