

## QUALITIES OF THE IDEAL LEADER

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**CRAP Gabriel**

Alexandru Ioan Cuza University of Iași, Faculty of Economics and Business  
Administration, Iasi, Romania  
[crap.gabriel@gmail.com](mailto:crap.gabriel@gmail.com)

*Abstract: Sharing power and information and fostering the growth of self-leading skills are the objectives of leadership. Even the most influential and powerful people become leaders accidentally since most people don't seek the position. It might be challenging and even terrifying to speak in front of others and convince them to do something. Leadership is jointly formed. It is neither with one side nor the other. We all take part in the illusion, which is what it is. In this article, we will explore what are the traits of the ideal leader and how to be improve them with Self-Leadership Also we take a short look on who will be best leader from the genders.*

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### **Introduction**

Theory about leader's is an incredibly complex and varied topic. A leader's long-term success is determined by their own leadership style, strengths, and development needs as how effective they think and act. Leaders focus attention on results by: knowing what is needed and focus on results; shared vision, challenging and inspiring others; commitment to goals; balancing idealism and realism; demonstrating business skills.

Leaders create a productive work environment by: taken responsibility for the norms in their workgroups; encouraging and communicating facts and concepts in an understandable way; enabling people to make decisions without needing to appeal to a higher authority; designing and managing the work environment, that provides context and meaning for they followers.

Leaders take charge of their own self-management and set an example for others to follow by: setting aside personal issues and getting on with the job; approaching problems and relationships in the present; trusting others; being able to function without constant approval and recognition from others; assessing people's skills and the requirements of the job; understanding people's strengths, and finding ways to compensate for their limitations; treating people courteous; insisting on performance while accepting people as they are.

Leaders encourage teamwork by: using consensus as opposed to command, coercion, or compromise; accepting conflict and mediating them on rational grounds; supporting

decisions based on knowledge and technical competence; encouraging expression of emotion while emphasizing task accomplishment.

### **Habits and practices of successful leaders**

Exercising initiative: Not blaming others for the actions in everyday life; Work with the things within your “circle of influence”; Take the lead, in organization and in personal life; Encourage others to foster these habits.

Visioning the future: Envision the future and refine what you are trying to accomplish; Value people who look at the big picture; Doing the right things comes first before doing things right; With a changing environment, a desire will emerge for more controlling efficiencies.

Keep perspective: A clear mission statement that provides meaning, purpose, and direction; Actions need to be aligned with the mission and based on values and principles and not upon moods, feelings, and circumstances; Most important things in life are usually not urgent, are easy not to do, and are often avoided; Say “no” to the unimportant, no matter how urgent this appear to be.

Encourage interdependence: Seek agreements or solutions that are mutually beneficial to all parties; Encourage relationships of mutual benefit; Have an abundance mind-set.

Show empathy: Exercise patience and thoughtfulness, reflecting of what others have said, before seeking to be understood by them; Diagnose before you prescribe; Understanding people and their actions

Value differences: Creativity is based in differences and seeing things in new ways. Foster a climate where people will share their ideas and be open to each other; Value different opinions and perspectives when seeking solutions.

Continually improve: Renew the physical, intellectual, emotional, spiritual, and social dimensions of your life; Formulate a personal program to keep balance in your life, and encourage others to do the same; Become more self-aware through personal development activities

### **Women and Leadership**

Global challenges require diverse views, experiences and styles of leadership if they are to be successfully tackled. Evidence shows a slowdown, or reversal, of women's leadership. In the last decade (2007-2017) women's progression to senior management has increased by only 1%; the percentage of women in Information and Communication Technologies (ICT) has declined by 6%. Women comprise only 23% of parliamentarians, 27% of judges and 26% of media news leaders (KCL 2018). Gender differences in occupations reflect existing assumptions about men's and women's emotionality. Men are more motivated to stay in control, repress emotional responses (Matud, 2004), and express powerful emotions such as anger or pride. In contrast, women are concerned more with getting along (Timmers, Fischer, & Manstead, 1998); emphasizing benevolent and universal values (Ryckman & Houston, 2003). It has been argued that people-oriented work is related more closely to women's traditional caretaking role, encapsulating a higher suitability for service jobs (cf. Bulan et al., 1997; Hochschild, 1983).

Research has shown that effectiveness in working with people is more important to job success and satisfaction for female workers than their male counterparts (Bulan et al., 1997). This is consistent with Hall's (1995) theory that women's professional performance

is more likely to be judged on the basis of their ability to work well with others, which is a traditionally feminine quality. Because of this, women may view those activities as being more gratifying than those that do not provide them (Bulan et al., 1997). Several theories, like Bowlby's attachment theory (1951) and the relational theory (Boatwright & Forrest, 2000), have been used to explain gender disparities in leadership. Female leadership development was discussed in relation to the socialization of women by Carless (1998). Only the formal, genderless role structures of people, groups, and organizations are used to describe roles in the workplace. Gender inequalities can be explained by one's own expectations as well as those of others, based on gender roles, claims the social role theory (Eagly, 1987). In general, women are supposed to exhibit feminine ideals, sometimes referred to as "communal," through warm, helpful, kind, empathetic, and interpersonally sensitive actions. Typical male characteristics, which are sometimes referred to as "agentic," include traits like assertiveness, ambition, dominance, forcefulness, self-sufficiency, and self-assurance (Newport, 2001). Leadership behaviors were referred to as gender-role spillover effects since these gender-based expectations have an impact on workplace roles (Eagly & Carli, 2003). According to Eagly's (2005) theory, female leaders may be perceived as belonging to an outgroup, making it difficult for them to gain the respect and approval of their followers. To clarify preconceptions that could be faced by women in leadership roles, Eagly and Karau (2002) created the role incongruity theory of prejudice in this context. This phenomena is based on the notion that the requirements for leadership jobs, which are often understood in male terms, are inconsistent. Female leaders are more likely to experience negative assumptions about their future job performance and less favorable results (Bass, 1990). It was further stated that in these situations, the more women emulate the conduct of their male counterparts, the more they may endanger their prospects of gaining followers and being seen favorably.

Eagly and Johnson (1990) also suggested that competent women might be able to reduce gender-role violations and role conflict by modifying their behavior and acting in a stereotypically feminine manner as a result of their meta-analytic findings. A large amount of research demonstrates that gender stereotypes frequently exist in leadership styles (see, for instance, Eagly, Karau, & Makhijani, 1995). Compared to male leaders, female leaders typically exhibit a more democratic and people-oriented approach (Eagly et al., 1995).

### *10 Essential Attributes of Effective Leaders*

Being a good leader is fantastic, but understanding why and how one develops into a strong leader gives real substance and depth to the discussion. Instead of just having someone without understanding do the same, it makes more sense to have someone who understands the aims and objectives give advice and direction. Therefore, the question of whether it is crucial to have the appropriate people in place to lead does not exist. What does it take to be the best leader you can be?

To become very effective leaders inside their enterprises, managers (and followers) must exhibit ten essential qualities.

### *Active Listening*

A skill that is usually underutilized and a natural gift that is frequently taken for granted is listening. Proven leaders will have an advantage when it comes to gaining the desired and expected outcomes from their followers because of this talent, which requires regular use

and awareness. Exercise is not necessary for listening per se; it is necessary for learning how to listen and who to listen to. How many times have you attended a community meeting, an interview, or a conference and already forgotten some of the most crucial takeaways? Or how frequently do people virtually instantaneously forget someone's name after just meeting them? According to the U.S. Department of State, "active listening is a skill taught to teachers and police officers, counselors, ministers, rabbis and priests. It is a skill we would all do better having learned, practiced."<sup>1</sup> To become an active listener, one must first understand the attributes of active listening:

1. Seek to understand before seeking to be understood.
2. Be non-judgmental.
3. Give your undivided attention to the speaker.
4. Use silence effectively.<sup>2</sup>

The "who" leaders should actively listen to is all stakeholders. Dr. Martin Luther King Jr. once said, "A genuine leader is not a searcher of consensus, but a molder of consensus."<sup>3</sup> A leader's intended results will also become the consensus of those affected when he or she actively listens to and genuinely cares for his or her supporters and followers. There is a greater chance that those individuals will support the intended goals when the leader listens to them, solicits their comments, and obtains information from them. Another way a leader may get insightful suggestions from individuals who manage the day-to-day parts of the work is to have regular listening sessions with the rank and file. Additionally, people who support the objectives will work very hard to bring the initiatives through to a successful conclusion.

### *Education*

Regardless of one's level of leadership ability, education is a component of continual leadership growth. College degrees and certifications, online and in-person workshops and seminars, as well as self-education are just a few of the alternatives for training development; the possibilities are virtually endless. No matter where one is in life, they should always be seeking ways to improve themselves, their team, and their department.

### *Attention to Detail*

It is crucial to have a broad conceptual understanding of the organization, but a good leader also understands the specifics, such as which employees are best suited for various kinds of responsibilities. To improve the effectiveness of the agency, to increase legitimacy and, as a result, buy-in from the officers and the community, law enforcement executives need to be adept at developing vital connections inside the agency and the community.

A strong leader must be able to handle details effectively enough to address all potential questions before giving information to any group. Paying close attention to details demonstrates to individuals that the leader is capable of handling the current situation.

### *Directions*

The effectiveness of the instructions given to a subordinate depends on how they were delivered. A great leader communicates instructions in a clear and consistent manner. To do this, the leader must be aware of the intended audience for his or her instructions and must make sure that the message is understood clearly. In order to guarantee that tasks are accomplished with the fewest possible errors, it is frequently helpful to provide instructions in writing, whether by email or another format. This gives everyone the chance to study

the document in roll-call or small groups, check for understanding, and ask questions. Although it may seem repetitive, various people have distinct ways of understanding information. A great leader must be able to speak clearly in order to be understood.

### *Evolution*

A good leader may become a high-achieving leader with a devoted following if they have the capacity to change and adapt. It's likely that the leadership philosophies that police executives developed early in their careers would need to be modified in order to adapt to new generations and advance personally. In order to be more relevant and to both inspire and be inspired by younger generations, leaders must adapt and educate themselves on a broad spectrum of the various forms of technology. For instance, younger generations relate and interact well with more recent technology, such as virtual devices and social media platforms. Other leaders aspire to be like a leader who can change with the times and adapt to them.

### *Resourcefulness*

When it comes to completing challenging or time-consuming undertakings, being resourceful, creative, and imaginative are especially crucial. When managing and leading any team of employees within a law enforcement organization, resourcefulness is undoubtedly essential. If commanders are unable to use their team to accomplish goals despite potential obstacles, how can they mentor and direct the troops who look to them for skill development? Leaders must maximize followers' performance skill sets and inspire them to think creatively in order to help them develop their leadership abilities.

### *Service*

The followers who work on the front lines and who will eventually lead the organization must also be taken care of by managers. When using this strategy, the employers may be surprised by some of the responses they receive because the demands are often manageable. Serving the followers shows them that the leaders genuinely care about them, and it gives everyone much more reason to work more and feel more motivated.

### *Humor*

Everyone interprets and delivers humor differently, and some individuals are just inherently funnier than others. If used in a timely and suitable manner, this social ability may do wonders for trust and morale. According to a Bell Leadership Institute research, the most effective leaders use humor to increase teamwork, promote productivity, put employees at ease, communicate an honest message in a kind manner, and perceive the funny in every given circumstance. Less effective leaders use humor in negative ways—to show off, cut people down with sarcasm, and overly distract people from the task at hand. Leaders should never disparage or minimize any victim or situation because it reflects poorly on the organization.

### *Integrity*

A leader with integrity will uphold the goal of the organization and society's expectations by acting with strong values and honesty. Without integrity, it is unlikely that others would see you as legitimate or trustworthy.

### *People*

People are the basis on which leadership is constructed; effective leaders develop effective followers. People require public recognition for a job well done, and they value leaders who look beyond their uniform to people with unique goals and concerns. Additionally, people require coaching to improve and feel more at ease in their roles. Occasionally, they also want encouragement to keep chasing exceptional performance and congratulations on achieving accomplishment. An successful leader recognizes people's abilities and assists them in using them, which boosts productivity and morale. The leadership task will be made significantly easier if a leader is a "people person" and maintains humility. Simply clearly a good leader cannot ignore the need of putting people first.

The essential components of effective leadership include listening, education, attention to detail, direction, evolution, resourcefulness, service, humor, integrity, and people (LEADERSHIP). It takes experience to gain an understanding of how to successfully and individually blend these qualities into one's management style, but it is important to keep in mind. The organization, the followers, the leader, and the community all benefit when the LEADERSHIP idea is used properly. Any leader may achieve success by cultivating and perfecting these qualities.

### *Self-Leadership*

In general, self-leadership is defined as a self-influencing process for improvement of personal effectiveness (Influencing Oneself, Neck and Manz 2010, p. 4). Self-Leadership does not specifically refer to the leadership of others. More fundamentally, if someone wants to lead others successfully, they must first be able to successfully influence and guide themselves. Self-management skills are the foundation for effective leadership. A leader must first develop their own leadership and influence skills before they can effectively influence others. Self-leadership, according to Peter F. Drucker, a leading management theorist and visionary of the 20th century, is the key to the success of many historical greats, including Napoleon, Leonardo da Vinci, and Mozart. They were able to identify and utilize their skills while simultaneously eradicating their deficiencies thanks to excellent self-influencing tactics. The manager and knowledge worker of the twenty-first century need to use effective self-influencing techniques in order to succeed. According to Drucker (1999), a person must be conscious of their own strengths and flaws. People are often rather adept at observing and critically analyzing their surroundings. The ability to concentrate on the outside world is something that is taught and learnt in early life. However, it's common practice to overlook the close analysis of one's own strengths and limitations as well as the monitoring of internal (psychological) processes.

It also doesn't educate individuals how to influence others or move themselves efficiently in the direction they want to go. Knowledge is power. Control is the next step after power. The first step toward successful self-influence is to gain one person's conscious understanding of their inner processes and procedures (such as wants, ideas, and ambitions). Self-Leadership is a skill that can be learned and developed (see Furtner and Sachse 2011; Lucke and Furtner 2015; Müller and Wiese 2010). Positive effects on performance and personal success will be visible right away if you have excellent self-leadership abilities. One of the few theories in psychology and economics that offers advice on how people may really utilize and lead themselves more successfully is self-leadership.

Self-leadership refers to self-influence effective and goal-oriented control of one's own thoughts and behavior. Self-leadership refers to self-influencing strategies to increase personal effectiveness and performance. In general, self-leadership is associated with a higher ability to innovate and be creative. This can be ensured in particular if a leader has sufficient autonomy, scope for action and self-determination. In order for leaders to be successful, they also have to be successful in an interpersonal context have appropriate emotional skills. In order to achieve their goals, they must on the one hand, show expressiveness regarding their emotions and on the other hand, social ones.

### **Conclusion**

In conclusion, being a leader requires a lot of effort. Because people are frequently complex, being in a position of leadership is challenging. It is impossible for a leader to win over everyone. People frequently have a short recall of the pleasant things and a long remember of the unpleasant things. Why then do it? It's essential, thus the solution is simple. There will never be a period when leaders are not needed, no matter what occurs in society. Anyone could be a leader if it were simple to do so. Leadership is beautiful in its complexity. That is another reason why mentoring is so crucial. Leaders must want to support the development of emerging leaders and provide time and resources to those who want to advance.

The path to leadership is not a sprint, nor even a marathon; it is an ultra-race, which is both extremely difficult and extremely rewarding. That's how you lead!

In order to discriminate between male and female followers while interacting, leaders must change their approach. However, this should not be taken as a need as followers of both men and women are equally attracted to leaders who exhibit profound acting. In other words, deep acting by a leader is not "problematic" (remember the beneficial effects of this tactic on one's health), but it is preferable to use less (deep) acting while speaking to a female follower.

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