

# Effective Leadership



---

## Abstract

When considering the concept of organizational leadership, the primary focus is on providing the kind of guidance and direction as required by the people within the organization. This means that it is the role of a leader to direct the organization towards their set goals and objectives. Unlike management, leadership within the organization does not focus all efforts on coordinating the company's economic resources. Rather, leadership is about interacting with the employees within the organization and engaging them such that they can all get to work together towards the organization's set goals and objectives. An organizational crisis is often a situation that threatens the future of the organization, and in most cases, it is unforeseen. To deal with such a situation amicably, the organization will require a leader with the right combination of leadership skills and traits.

This paper used a mixed methods approach to find the right leadership traits that would be effective within the circumstances of an organizational crisis. The findings were based on organizations that have experienced crises in the recent past, while the leadership traits were defined based on existing studies on organizational leadership. The results indicate that in order to be effective within the context of the

organizational crisis, the leader must be able to deal with the six greatest challenges that come with an organizational crisis. These include anxiety, communication, presence, collaboration, clarity and trust. All these situations thus require the leader to possess traits such as empathy, decisiveness, competence, confidence, candor, honesty, loyalty, commitment, intelligence, tact, flexibility, bearing, maturity, coolness, celebration, collaboration and integrity among others. It is the role of the leader to guide the organization out of a crisis without losing the employees. This means that other than the required tactical approaches, the leader should inspire the strength and loyalty of the people within the organization in order to ensure that they stick with the company even after the crisis.