



LEADERSHIP IN ACTION AND ACHIEVING GOAL

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Abstract

This first part of the paper deals with the techniques leaders use to position their organization. Later it deals with the different common skills the leaders possess, process of achieving goals using the senses, how to come up or manage others expectations and towards the end it discusses the terms of action vs inaction.

Keywords: Action, Goal, Leadership.

INTRODUCTION

There is a general word of mouth saying that there is a decrease in the professionalism in work ethics. But in real working environment it is not the professionalism that is decreasing but it need to be said that there is lack of leadership. The person who are leading the team or organization has lacked the skill to show the followers their vision or mission. Let it be any organization-Private or public the important element to motivate or enhance the key and pivotal factor needed to enhance human resources skill is leadership¹.

There are mainly 4 techniques that that leaders choose in order to position their organization:

1. Reactive. In this technique the firm waits for opponents move or action and after that the firm reacts. Some leaders who operate in this fashion act through default. In other, possibly more effective cases, a reactive strategy is designed to keep options open and to provide the necessary flexibility to cope with a wide range of occurrences. This technique is used if the environment to be tested in changing slowly or there is sufficient reaction time. This approach can be associated or linked to the game theory in operational research. The opponent's steps might be known or unknown to the other player. He makes the steps accordingly.
2. Change the internal environment. This method uses the approach of not waiting for the action of the opponent, but firm itself will act first. In the short run, they can reposition the organization by granting or withholding funds, manpower or facilities to parts of the organization expected to be affected by the changes. In the future the, internal environments can be changed in a more appropriate way by altering the whole firms structures; by adequate training and workshops or by selecting new qualified professionals or by some other methods.
3. Change the external environment. Here the organization tries to change the environment to make conducive for the firms growth. This might be done through advertising and lobbying efforts, collaboration with other organizations, creating new marketing niches through entrepreneurship and innovation, and various other means.
4. Establish a new linkage between the external and internal environments. Using this new mechanism, an organization will be trying to establish a new relationship between its existing internal environments and future external environments. In the short run, this can be done by bargaining and negotiation, where both the internal and external environments change to accommodate each other more effectively.

Many Leaders Use Five Key Skills

1. Accept people as they are, not as you would like them to be.
2. Erase the past memory of any relationship in contact.
3. Ability to see all people in action as the same, without showing any disparity
4. Sharing the profits among the members and taking the responsibility of the failure if any
5. Not being the football of others opinion

It can be understood that different people lead differently, but there would be certain common attributes with all the leaders which might be the ability to organize, coordinate; a strong desire to reach top level or succeed. To achieve anything in world we need to have the following five things-effort, energy, skill, providence or luck and willingness to work. So if you put your effort, believe you have luck and by doing meditation to enhance your skill and energy you will help in due course of time to achieve your goal. Meditation will bring positive improvement to the skill, energy and luck in you. Having these and along with your effort, one will be able to achieve your goal. Once you achieve your goals, you will say you are successful. But remember there are different types of success and time for success. Never take pride in success. Life is much larger than success and failure. Life is much larger than birth and death. So many times we would have success and so many times we would have failures. Then too life still goes on. This is only a cycle or a chapter of a book called life. Failure or success is not the end of it. So today someone might be successful or some other day some other person would be successful. We don't



know how long this success will stay. So success or failure, just don't mind. You are the self unblemished, pure, eternal. We need to keep our focus on our goal.

Life is first about our perception and next about expression. So how to improve our perception?. Answer to this is either through proper diet, exercise and meditation. If circulation in our body is not ok, we will not be able to perceive things correctly. Here again meditation and breathing techniques help you.

The next concern is on expression. In this world everyone is good and if it is not expressed correctly he or she is misunderstood. This is one of the reasons for all worries in this world. We have not learnt how to express our self. Later we say that others misunderstood us, or we say no one understands me. So expression is the problem here.

Questions regarding how to come up or manage others expectations on you and how to not expect anything from others ponder our minds often. Only thing to live up to other's expectation is to put your hundred percent to your efforts. Even after that if the other person is not satisfies you need to say sorry to them. For example if a person is an engineer and a friend has a high expectation on you and want you to cure a patient, is it possible only because he has a high expectation on you. No! Same way we have to put our hundred percent on the effort and rest leave it. Now the second part of the question if others don't do what you are expecting, then don't become miserable, you need to be compassionate on them. Not to get angry. Just feel that it is only their capacity to do. Just take it that the other person has not learnt the art of expression. Just try to see beyond an incident or an event. Once you do that you will understand that the behavior of a person is the outcome of the way they are brought up or education or their environment they have grown. If any person lack in any one of these things, that will get reflected in their behavior. So instead of blaming them it would be better to be compassionate on them because they have not got all that you have got. But if you are trying to blame them it becomes bitter.

Ones' desire for pleasure or happiness makes one unhappy. Just think for a moment, whenever you are unhappy a desire or want for happiness would be associated with it. Craving for happiness brings us misery. If you are not craving for happiness, you are happy. Happiness is a mere idea in your mind. One might think if you have certain material things you will be happy. But once you have got that required things you will feel that I will get happiness in some other thing. Why is that when we get the thing which we thought to give happiness once received is not satisfying you or you want some other thing which at that moment feels will give you more happiness..It is because the mind wants unlimited happiness.

So we have to learn to make a stop on the craving for happiness, otherwise we get never be happy throughout our life. How is this possible? Senses (Eye, Nose, Touch, mouth, ears) though which you see the material world will not give you the happiness which the mind wants. It can be achieved from withdrawing or controlling our senses from this materialistic world and concentrate on the self. When we leave our breath the last moment, two questions come in front of us - how much knowledge have you gained and how much love are you given. So to be happy and achieve all your goals know yourself. Education which could inspire, give intuition and innovation would help to know you better.

At various moments of our life we our self ask this question."What is this life, what we want, where are we heading to ". These questions open our consciousness. In our day to day routine life we say so many times thank you, sorry to many people .Many a times we just say these from our lips, rather from deep inside our heart. But many times we are not aware of it. So bringing attention to our self brings a change. This change has to start from within us. We convey more through our presence and less through our words.

You would have noticed that we like to sit and talk to some people more and to some other people we just want to avoid speaking at all. Some other instance we might feel why some other person don't want to talk to you. These are because we convey more through our vibrations or presence. The whole world is with this vibration. This vibration affects our thinking, our feelings, our emotions etc.

In a challenging situation, how to maintain our positive vibration? It is easy to smile when everything is fine or ok. But when things are falling apart if you are still able to keep that smile in your face, then there is something about you. Keeping this smile requires an art. When you are facing a challenge or crisis that is the moment one require strength, enthusiasm and energy. For example- a doctor needs to keep himself healthy, if he has to treat 8-10 hours among sick people. This which gives you inner strength to you, energy, and broader vision to you requires human values. If we are able to identify these changes, it is the very first step of growth.

Mind is always oscillating either to the past or the future. We are either angry of the past of anxious of the future. Young



generation people in many situations get angry for various reasons. It is for them that we have to give this strength and hope. There is enough for everybody in this planet and there are enough human values. In this world there are many good people and there are very less people with lack of awareness or values. The problem is that many of the good people are not active. If all these good hearted people plunge into action, our society would be so much better. If these good people with purity in heart, clarity in mind and sincerity in action start working, society would turn to heaven. Any person who has these three qualities would come up in life. But our mind as said earlier oscillates either to the past or the future. To make this mind with clarity one has to go through the process whereby mind is not oscillating, but it is in the present moment. This can be achieved through meditation. If you change your whole attitude, change the mind, you can find the life getting changed. So what is mind.? That what we see, smell, touch, taste, hear is what is in mind.

Second dimension to bring change is regarding Breath. Without breath body does not have value. First thing we did when we take to this earth was –Breath in and the last thing we do in this earth is -breathing out. When we have taken birth, we cried and other laughed, and when we leave this earth (the last moment) we smile and go, others cry. If when we go from this world others laugh, that means we have not lived well. So how to keep smiling?; how to see the inner strength ?; how to change the situation or circumstance around us? Breath would be the answer for that. It has lot of secrets to offer.

The third dimension is the body itself. Body require right amount of rest, exercise, energy, cleansing .We seldom know much of our body.

The fourth dimension is the intellect. It judges, discriminates or judges saying yes or no to our thoughts, says I agree or not agree etc.

The fifth dimension is the memory. Our memory always goes after the negative thoughts. For example if anyone say ten complementing things about you to someone and one negative thing about you to someone ,you will remember only that one thing which he said as negative. This has to be changed.

The sixth dimension is the ego. This is one of the biggest problems in the world. Ego creates a wall between us and the other. See children, they mix with everybody; they are at home with everybody. Children never have this wall. As we grew we started building wall between our self. This wall creates all kind of prejudices. This wall needs to be dropped and we will change our self which in turn blossoms our life.

The last and the seventh dimension to be changed to make life a better one is self. That is the toughest to change.All these changes brings a disease free body, confusion free mind, inhibition free intellect, trauma free memory, ego that is all encompassing is the birth right of every human being. Life in this planet is too short. Half the time of our life we spend in sleeping and with only another half time of life why are we going after all this enmity. Why are people sad, selfish? Instead it is better to make the above changes to our self and love everybody.

So how can we change all the above seven dimensions of our self? The answer to this is practicing meditation, breathing techniques and yoga.

Money managers are learning the hard way that their bread is buttered by corporate managers with vision, steadiness, talent, and guts - in short, with what used to be called "the right stuff". That means character, wedded to a precise talent, a talent for figuring out the right thing to do and for doing it the right way and at the right time (Novak 1997,22).

SKILLS OF A GOOD DECISION-MAKER

The first and most important component of decision-making is self- confidence. If you are confident in your mental capabilities and how you envision the world around you, then you will have no problem in analyzing a situation and making a decision you can stand by for better or worse. That leads into the second element, the ability to be analytical. The value of analysis cannot be overstated because it allows a person to systematically break down a situation and see its individual parts for what they are, thereby, providing a thorough overview. Thirdly, a major part of decision-making is the ability to think critically. The great value of critical thought can be traced all the way back to the philosopher Socrates (b.399 B.C.) of Athens, who advocated that critical thought and self-reflection are major components of what it is to be human.

It is needful to discriminate action, formidable action or inaction. Where one should action, where one should not act, what actions are not good , where you have to be silent, with what action will you be not bounded by the evil or the bad - are some of the thoughts that pounce our minds.



There is no act or action which is so perfect³. In every action there is some imperfection. And in every imperfection action there is something good coming out of it. When it is such a mix and such a mess confusion is natural. What is to be done and what is not to be done. Obviously there need to be an answer for all problem.

Answer could be “He who sees inaction in action and action in inaction is wise among men .Such a person is accomplisher of everything.” This might be a confusing statement, yet it is the mind boggling truth. Let this be explained in detail. Suppose you are a doctor and you treat a patient and after giving all the required treatment he dies. Who is help responsible for that? Of course doctor is held responsible. Same way if the doctor does not treat the patient at all, and the patient dies without getting treatment, then also doctor is held responsible. So even if doctor treats or not treats he is held responsible. So if you do a action also you are responsible and if you do not do an action then also you are responsible. Let us take another example. You have planted a tree on this earth and you are responsible for its healthy growth, and if you have not planted a tree on this earth then too you are responsible, since you are using the planet and creating more pollution without aiding to the environment. So if you do something or not do something you are responsible. So in an action there is inaction. So in the first example even if the doctor has done all the required treatment for the patient and then patient gets well or not to get well is not in the hands of the doctor. So even if one does their job in action there is an inaction. Same when one sits for meditation you do nothing. But in the action of doing nothing there are so many things happening inside our body and mind. So in the inaction that one feels apparently what is happening around you is that the ions are changing, atmosphere is changing, and negative feeling or vibrations are disappearing. So in one’s inaction there is an action (Stress is getting released, body is getting relaxed, mind is expanding, becoming more brilliant). So when you are calming down your mind you are creating a ocean of peace all round you .You are creating such a sertality and sensibility around you. So in one doing no action lot of other action is taking place. Similarly when one is sleeping, our body is building up. Maximum growth happens when we are sleeping. And the mind gets total rest and the brain becomes creative and productive. So when the body is acting there is a part in you that is not acting at all. This is another example of seeing or feeling action in action⁴.

Same way if you happen to talk to any great achievers of the world they just say that it all happened. If you ask a poet how did to write such a beautiful poem, he says that in just a spar of a moment it just came. A musician, a painter etc. all would have once gone through this spar of moment. At last all say that I did not do it, it just happened. Even great celebrities say the same thing that it all happened. All these people normally don’t use “I” achieved it. They just say that it happened. So there is a wonder inside all of them. This is perceiving inaction in action. In fact one who is always engaged in action can only say that I have not done it, it has just happened. To say everything is happening one need to be busy. A lazy person cannot say everything is happening. A lazy person cannot even claim that everything is happening. So only a wise person can say that there is inaction in action and action in inaction. So when you are doing hundred percent of action we get a certain calmness and peace that is donning inside you. These are secrets of action.

Finally, the last two attributes of being a decisive person are understanding the value of research and the ability to manage conflict, within yourself and your belief structure, and with and amongst others. One must be able to 'nip things in the bud' before they grow and turn into invaluable and possibly destructive forces within the workplace. All these components make up decisive behaviour techniques and flow out of an overall orientation toward action, and an assumption of risk. These components do encourage individual development through self-awareness, as well as skill acquisition and improved competence.

HOW TO PUT IT ALL TOGETHER

Possessing the right set of attributes and having the courage to make a decision, does not mean the work is all done. You should have your own decision-making process which must take the communication network, the staff, and the stakeholders into consideration. There must be a set of steps to incorporate the above elements into a process. Of course, this can be tailored differently for each scenario, but it might work something like this: Research a situation thoroughly -- analyze all the components -- think of all the people who will be effected by your decision -- think everything through using innovative and strategic thought processes -- have the self-confidence to make a short or long term decision and the fortitude to stand by it -- communicate it to the staff -- and have the ability to overcome the conflict that may arise from the decision. Never forget evaluation.

For example, it could be that after many in-depth meetings and evaluative analyzes by decision teams, there is still no consensus, no judgement made about whether or not the library should continue to collect a multitude of government documents in paper form even though the latest and most-up-to-date information can be found at the government websites posted on the Internet. One must think about the implications for the library in terms of additional workstations needed to handle the barrage of inquiries if the print sources were phased out; the possibility that computer hardware can fail; and the



interminable worry that websites are not static, but rather, forever fluctuating or lost in the sea of electronic bits and bytes. In addition, there is the consideration of how this move would effect the library budget allocated for acquisitions in the government documents section, and what message you are giving to the public concerning the direction the library's policy on collection development is taking.

In addition, what of the stakeholders involved? Is the staff able to navigate the Internet -- how quickly can they navigate around the millions of documents, broken links, and the reality of slow modems? Perhaps they will need training to help them get used to the system; but who will pay for it? What about the most important stakeholders in the scenario, the public? Will they be able to function without help from a staff member? We cannot and should not assume that everyone knows how to use computers or have even heard of the Internet. Still, these people may be in desperate need of the government information located on sites. How will they access it? Will they receive training? Who will pay for it? Many more questions can come to mind, but the point is, no decision is an easy one, yet, someone has to have the fortitude to decide definitively about certain things, and live with the decisions.

CONCLUSION

The aim of this paper is to get the top management start thinking or rethinking their ideas concerning one aspect of leadership. As holding important position, we are also leaders, who must have a sense of vision for the future, an orientation toward action, and a facility for persuasion -- we must be able to motivate our colleagues into action within a healthy and happy work environment, and part of that must come from a projection of decisiveness.

There is also the possibility of putting together workshops to learn the concepts, experience the components that make up the process, and even practice some of them in experimental scenarios based on making decisions. And of course, facilitation of a mentorship program geared towards the development of new leaders, is a great use of an organization's time. All of these will bring us a lot closer to our personal desire of becoming powerful, insightful leaders of the future.

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