

HUMAN RESOURCE MANAGEMENT

LEADERSHIP DEVELOPMENT



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

Professor: Dr. Mushfiqur Rahman
Dr. Gladius Kulothungan

Students: Bhavinkumar Patel (2223420)
Simranpreet Kaur (2226227)
Isbel Gallardo Gomez (1915303)
Chandanpreet Kaur (2227261)
Ruby (2225797)

INTRODUCTION

The process of giving people the abilities and information required to successfully manage and lead groups of people, organizations, or teams is referred to as leadership development (Kubicek, 2022). For businesses to succeed and for people to maximize their potential and advance their careers, leadership development is essential. This essay will give a general review of leadership development, go over its traits and competencies, and emphasize its significance and future.

The purpose of the presentation is to determine leadership development, Importance of it, theories and model, challenges and solutions, future of leadership development issues and to provide practical solutions to them.





- A purposeful and systematic effort is made to improve people's leadership skills through leadership development.
- This involves identifying potential leaders, giving them chances for training and development, and assisting them as they progress.
- Programs for developing leaders can come in a variety of shapes and sizes, including seminars, workshops, coaching, mentoring, and on-the-job training (Marshall, 2023).
- The main objective of leadership development is to produce a pipeline of knowledgeable and capable executives who can lead businesses to success.



QUALITY OF LEADERSHIP



- **Communication:** Trust and comprehension are fostered by clear and effective communication.
- **Integrity:** Honest and ethical conduct increases respectability.
- **Accountability:** Owning up to one's deeds and decisions improves leadership (Southern New Hampshire University, 2022).
- **Empathy:** Appreciating and comprehending the viewpoints of others fosters a pleasant workplace environment.

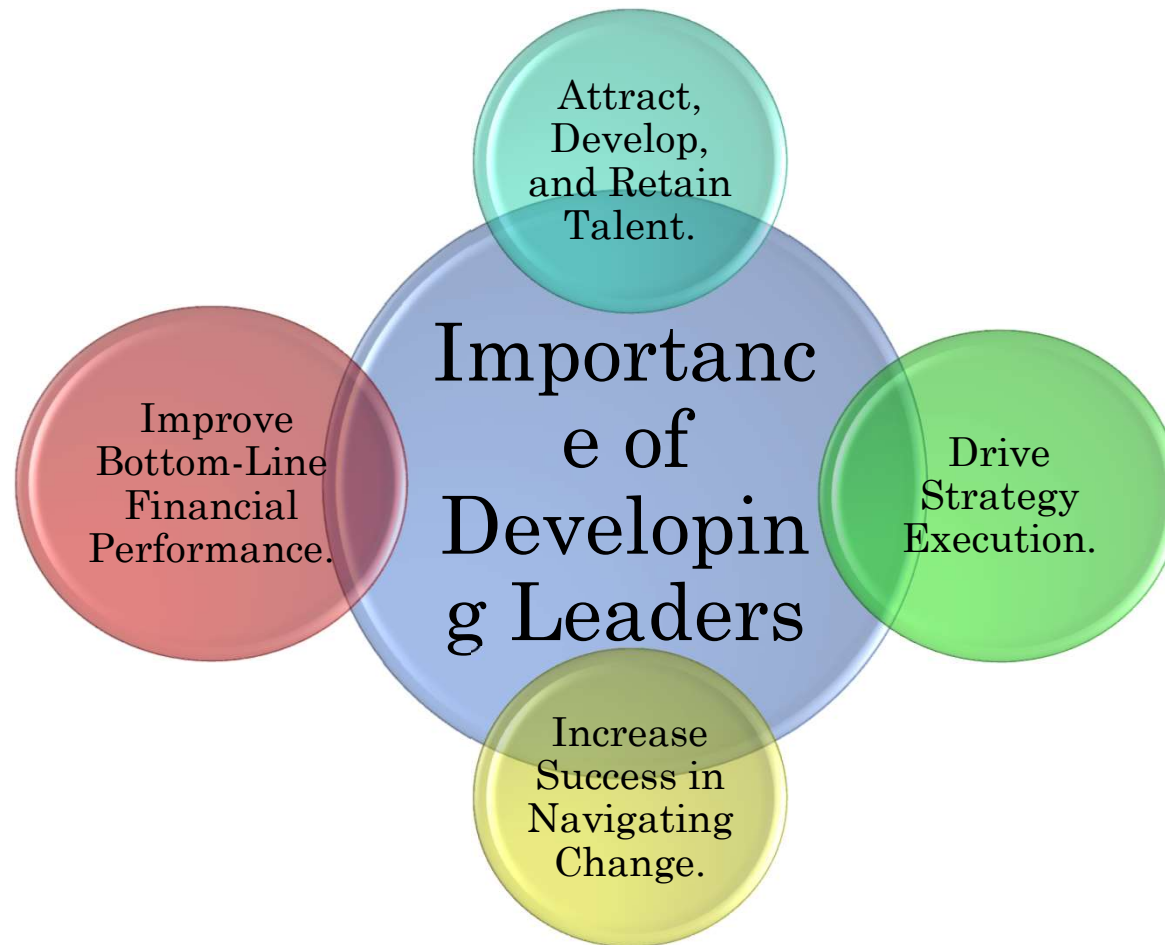
QUALITY OF LEADERSHIP

- **Resilience:** Possessing the capacity to overcome obstacles and adjust to change instills confidence (Indeed, 2022).
- **Visionary:** Teams are motivated and brought together to achieve a common goal through a clear, compelling vision.
- **Delegation:** Giving people the freedom and trust to collaborate on tasks improves teamwork and productivity.
- **Innovation:** Encouragement of innovative thinking and experimentation promotes development and adaptation.
- **Strategic thinking:** Analyze complicated situations, think critically, and devise effective approaches is very important (Webb, 2022).
- **Decision-making:** able to make sound and timely decisions based on available information and their expertise.



IMPORTANCE OF LEADERSHIP DEVELOPMENT

Leadership and management are works together, So Management need leaders for the operations of Organizations. Person who want to take on leadership in the company is may be unsure of the right course of action (Bord, 2023). In this situation, Programs for leadership development are really necessary and useful to develop that person. We'll discuss the significance of the program's purpose for developing leaders and why this is crucial.



IMPORTANCE OF LEADERSHIP DEVELOPMENT

1. Improve Financial Performance

Leadership development build ability to increase revenue streams, drive cost reductions, and boost customer satisfaction for the organization. (London School of Business and Finance, 2022).

2. Find, develop, and retain talent.

It Increase ability of firm to fill talent pipeline gaps, boosts employee engagement, and reduces the hassles and costs associated with turnover. HR Manager will face difficulties to attract and retain top very good performer employee if they lack great leadership skills (Kubicek, 2022).
Employee

Because it is typically significantly less expensive in the long run to teach, develop, and promote people within an organization than to hire someone from outside, investing in leadership development is a prudent move.



IMPORTANCE OF LEADERSHIP DEVELOPMENT

3. Motivate Strategy Execution.

"Leadership development has immense ability to both shape and change the culture and strategy of business".

Businesses need a leadership plan that closely relates to their business strategy and gives staff members the leadership abilities necessary to carry it out (Deloitte, 2017).

Through leadership development, organisations can shape their corporate culture and business strategy.

4. Improve your ability to adapt to change.

People's capacity to lead in a changing world is increased by leadership development.

leaders must be able to adjust to new technologies, market conditions, and emerging trends quickly (Rahaman, 2022).

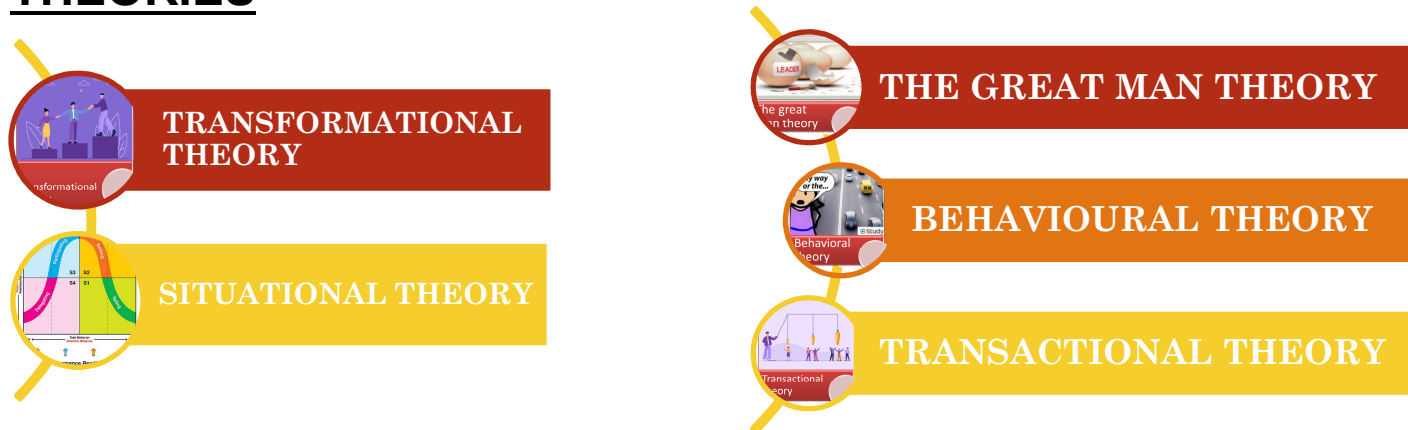
Employee can develop skills such as staying informed, being open-minded, building resilience, learning from failure, and seeking feedback from others.

LEADERSHIP THEORIES & MODEL

INTRODUCTION:

How and why specific people become leaders is explained by a leadership theory. The main emphasis is on the characteristics and conduct that people could adopt to enhance their leadership potential. Leaders argue that an effective leader needs to have strong moral principles.

THEORIES



THE GREAT MAN THEORY:

Only a select few people have the special qualities needed to be successful leaders. Some studies emphasize researching the mental, social, and physical characteristics of leaders and contend that leaders can be created or produced.

BEHAVIOURAL THEORY: Instead, then focusing on a leader's personality attributes, behavior theorists of leadership studied their behavior. However, there were still certain factors that were overlooked, like the circumstances and surroundings of the leader as well as the function of the subordinates.

TRANSACTIONAL THEORY:

A trade between a leader and followers is referred to as transactional leadership, E. Hollander, who developed it in detail, defined leadership as an interaction between a leader and followers that results in benefits such organizing actions, clarifying the issue, coordinating efforts, attracting attention, earning respect, and gaining influence.



PROS	CONS
Creates a sense of Fairness: Under transactional leadership, feedback is fair and based on measurements rather than the manager's feelings or convictions.	Lack of focus on developing relationships: Transactional managers prioritise utilising rewards to drive staff and increase satisfaction. They don't pay attention to aspects of the workplace that might be important motivators of engagement and satisfaction, such the relationship between an employee and their manager.
Easy to Understand system: Employees are aware of the requirements they must meet and the deadlines they must meet in order to qualify for rewards. They also are aware of the repercussions that may result from not meeting these requirements.	No long-term vision: Transactional leadership prioritises short-term objectives and planning but neglects to consider the broader picture or make long-term plans.
Employees can see their impact on the business.	Poor leadership development: This theory focuses on leadership and leadership management but does not concentrate on leadership development. The development of managers and employees is essential if you want to undertake corporate succession planning since both groups must be ready to take over whenever a vacancy arises. You won't have given either a manager or an employee enough opportunity for learning and growth if their main responsibility is to oversee employees' performance and yours is to ensure that they fulfil predetermined targets.

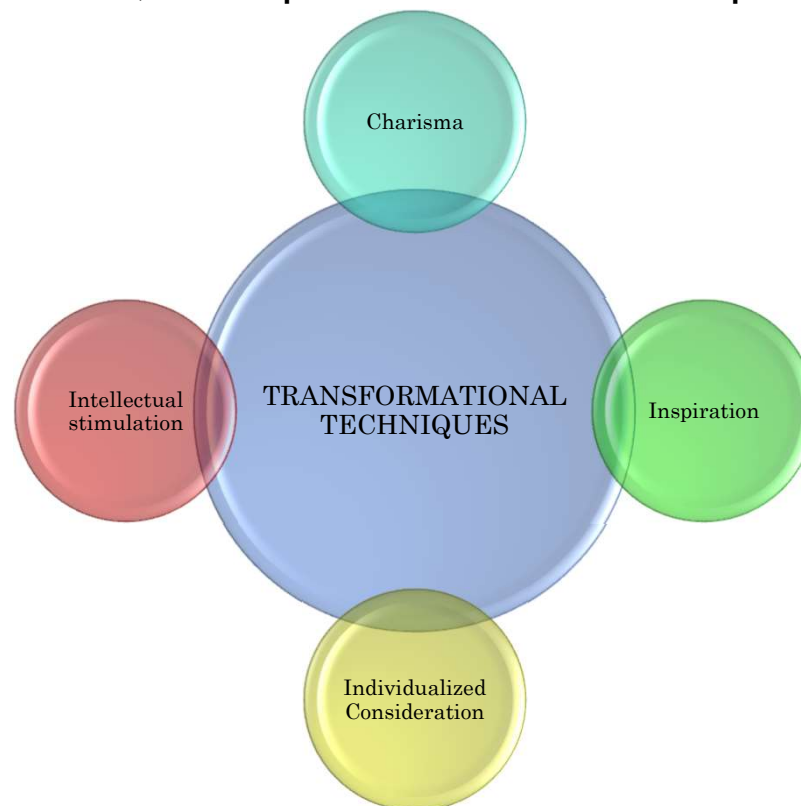
TRANSFORMATIONAL THEORY:

Leader who demonstrates transformational leadership can inspire and motivate followers to work harder than is typically expected of them. Leadership is two-way street between superior and subordinates..

Techniques of Transformational Leadership

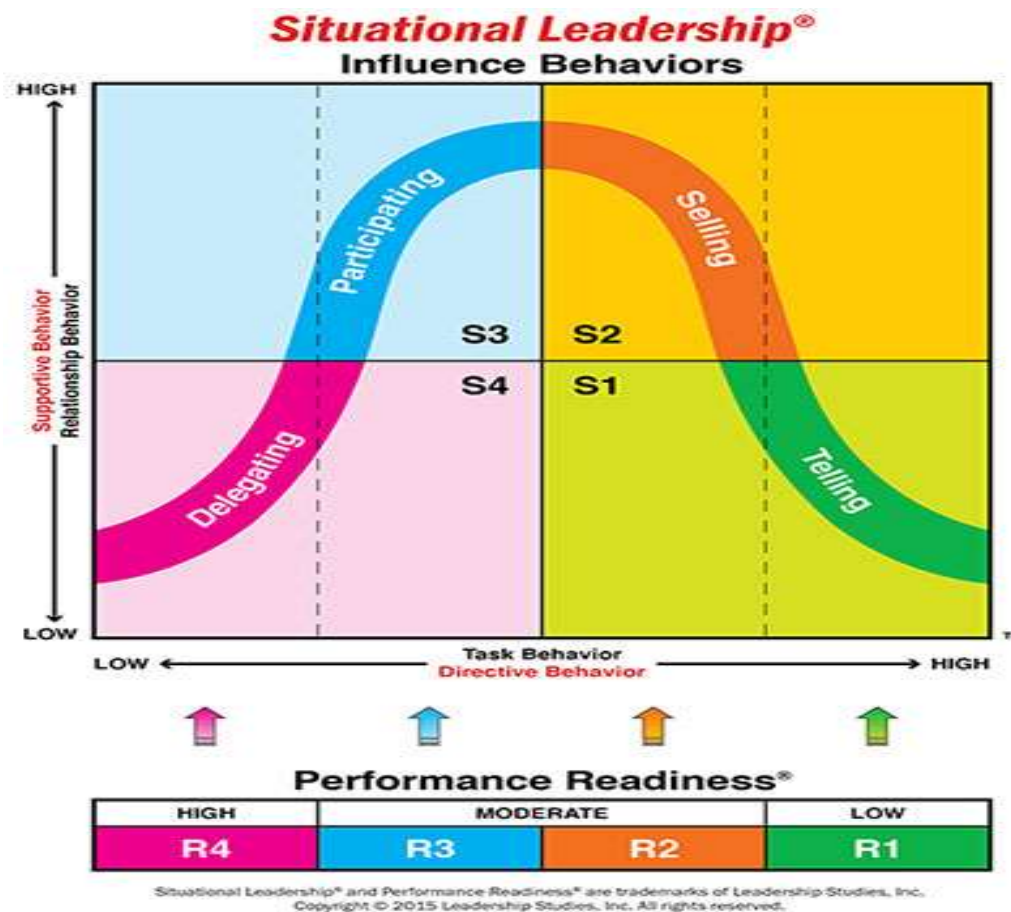
Four key components make up the concept and approach of transformational leadership.

To help define transformational leadership and offer advice on how to succeed as this kind of leader, Bass presented these components in 1985



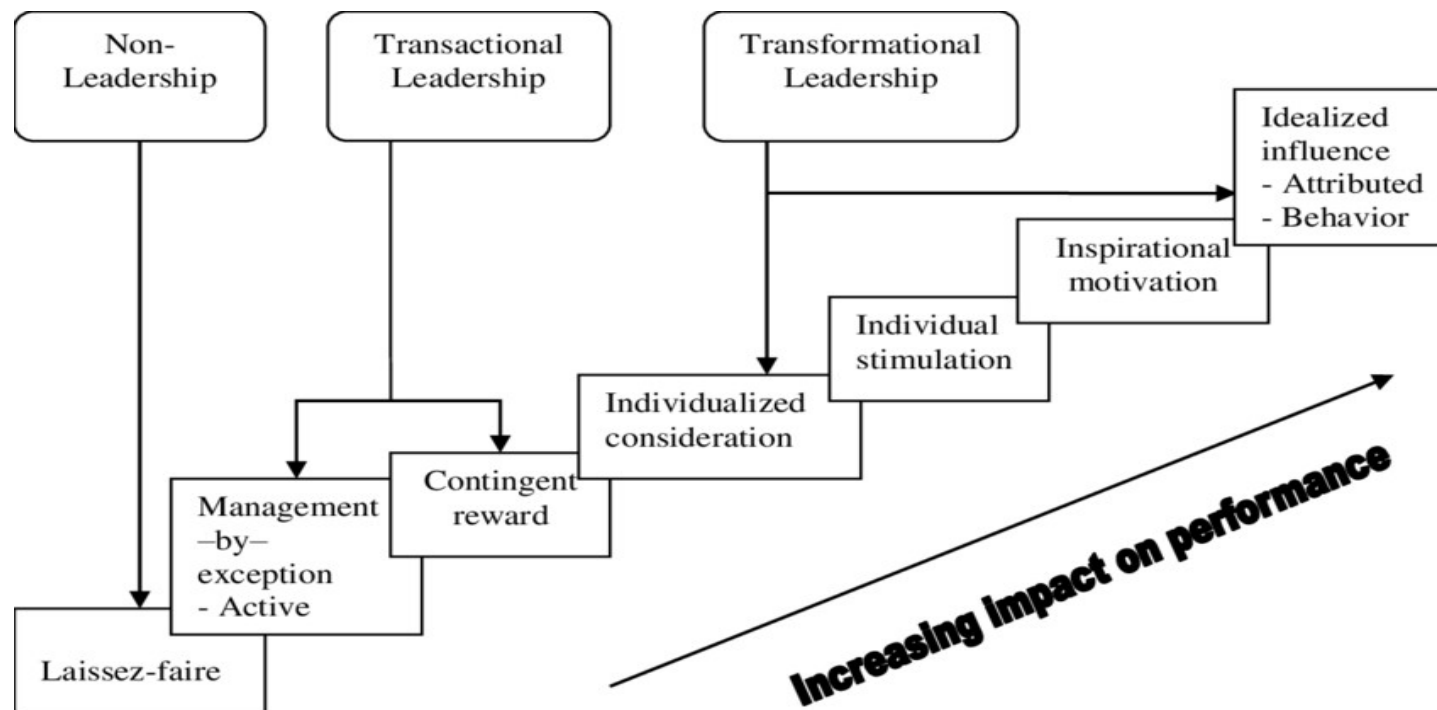
SITUATIONAL THEORY:

Situational theories place more emphasis on the situation rather than the leader's personality. Herbert Spencer, R. Stogdill, S. Kerr, and J. Jermier all argue that a group's production can be increased even in the lack of a leader since the circumstances can make up for it. Keyes and Kaze concur those three elements—personal characteristics, characteristics of the organization and its members, and group issues—are responsible for leadership.



MODEL OF LEADERSHIP DEVELOPMENT-FULL RANGE LEADERSHIP MODEL (FRLM)

The Full Range Leadership Model (FRLM) is an all-inclusive approach to leadership styles that consists of laissez-faire, transactional, and transformational leadership. Transformational leadership is the most desirable form of leadership for millennials, with 40.2 percent of respondents agreeing it positively impacts motivation of junior employees. Democratic leadership followed closely, while autocratic leadership was deemed least effective.



CHALLENGES OF LEADERSHIP AND SOLUTIONS



○ GUIDE THE CHANGE

The current job market is constantly evolving.

Companies are undergoing a great transformation in digitalization and globalization.

The market is more demanding in the quality of products and services.

Achieving success with market orientation and adaptation to changes (Sekiguchi, 2022).

○ DEVELOPMENT OF EFFICIENCY

It is a challenge to get employees to increase their skills.

Achieving this will give the company a competitive advantage.

The constant development of skills is necessary to adapt to a constantly evolving labor market.





- **INSPIRE OTHERS**

There is a challenge to motivate employees and make them satisfied because the needs of workers have changed.

Workers are more committed to their personal life and personal development (Barenscheer, 2023).

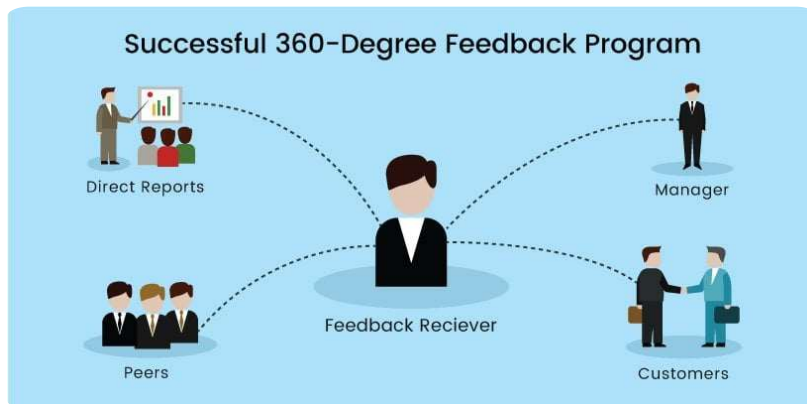
- **STAKEHOLDER MANAGEMENT**

It can be difficult for the different parts that make up the company to collaborate with each other

- **COHESION WITHIN THE ORGANIZATION AND MANAGEMENT EFFICIENCY**



SOLUTION OF LEADERSHIP DEVELOPMENT ISSUES



SUCCESSFUL 360-DEGREE FEEDBACK PROGRAM

- 360- Degree feedback technique for assessing leader's competency level.
- 360 feedback technique indicates the level of employee skills, potentiality and capabilities of leading workers.
- Impactful in assessing leadership development and potentiality self-appraisal, peer reviews, managerial reviews and Anonymous subordinate feedback (Fleenor, Taylor and Chapelow, 2008).



SOLUTIONS

- Active listening (Jahromi, Tabatabaee, Abdar and Rajabi 2016).
- Communication (Smart goals) (CFI Team, 2023).
- Collect Feedback
- Delegate
- Work Life Balance (Eberhardt, 2016).
- Managing Diversity (Sekiguchi, 2022).
- Motivation (Douglas, Vladas and Schaller, 2010).
- Rewards



DEVELOPMENT PROCESS

LEADERSHIP DEVELOPMENT PLAN



1. **Self Paced Micro Learning** : Involves the use of brief, bite-sized learning modules that can be completed at the learner's own speed using several types of digital platforms and resources (Harvard Business School, 2019).
2. **Leadership Mentoring**: A senior leader guides and supports a less experienced leader or a potential leader in order to improve their skills and knowledge.
3. **Job Rotation** : The shifting of leaders between positions and roles in order to gain fresh experiences, skills, and perspectives.
4. **Job Shadowing** : Observing and learning from a more experienced leader while they carry out their job responsibilities and tasks.
5. **Professional Certification** : Gaining a recognized certificate or credential in a specific profession or area of competence in order to improve leadership abilities, knowledge, and credibility.
6. **Professional Development Course** : Attending classes or participating in training programs to develop new skills and knowledge, strengthen leadership abilities, and stay current on industry trends and best practices.

FUTURE OF LEADERSHIP DEVELOPMENT

The future of leadership development is anticipated to be influenced by a variety of trends. In the upcoming years, leadership development can go in different directions.

Some of them are as below,

1. Personalized and customizable training

Leadership development programs are anticipated to become more personalized and adaptive as technology advances. This could involve changing learning experiences to meet the unique requirements and objectives of different leaders through the use of artificial intelligence and machine learning technologies (Narayandas, 2021).

2. Emphasis on adjusting and flexibility

A focus on flexibility and adaptability is necessary for leaders to guide their teams through times of uncertainty and disruption and to react rapidly to changing conditions. Training in traits like inventiveness, risk-taking, and tolerance may be necessary for this (Jordan, 2022).

Leadership development is going to emphasize agility and adaptation more as the rate of change keeps speeding up in many industries.



3. Set a priority on inclusion, equity, and diversity

Cultivating an environment in which everyone is appreciated, respected, and has equal access to opportunities, regardless of race, ethnicity, gender, age, sexual orientation, religion, or any other trait.

It entails developing policies, practises, and programmes that promote workplace diversity, equity, and inclusion (DEI) and ensuring that all employees feel secure, respected, and included (Kubicek, 2022).

4. Integrated learning strategies

The traditional classroom-based learning model is expected to be replaced by combination of experiential learning, self-directed learning, technology-based learning and traditional classroom instruction.

It helps to developing key concepts and skills, promote critical thinking and problem-solving, and create a more engaging and effective learning environment (Zinaty, 2021).



CONCLUSION

The HR managers face the challenges of attracting talent as there are persons with different talents. Learning, growing, and adapting are ongoing processes in the development of leadership.

Leadership development improves the abilities, attitudes, and conduct necessary for effective leadership. It enhances employee engagement and propels organizational performance by building a pipeline of future leaders. In order to meet evolving needs and demands and to successfully traverse obstacles and opportunities, the future of leadership development will place a strong emphasis on agility, flexibility, and continual learning.



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