

# The Role of Effective Leadership in Organizational Change Management

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**Abstract-** This examination means to clarify effective leadership and how it can bring positive change that encourages the organization to enhance and be innovative in the present business environment. Effective leadership and change management will be talked about in this article and furthermore how leadership influences different factors, for example trust, culture and clear vision, in the organization as it encourages the change. Leadership is one of the primary factors in conveying positive change to the organization; if there is no leadership in the organization they won't have the capacity to change toward the path they want and could encounter negative change.

**Index Terms:** leadership, change management, improvement, innovation.

## 1. INTRODUCTION

The rapid growth of the economic environment and also the development of the web made it less demanding to speak with nations around the globe. This thus changed the business environment in each nation, causing an aggressiveness in the market that increments with each passing year (Friedman, 2007). With a specific end goal to keep their business above water, entrepreneurs found they brought to the table better quality products at a lower cost, utilize procedures that were interestingly suited for the organization to adjust as indicated by current business patterns and furthermore flexibility in confronting the quick change of the business environment. Effective leadership is one of most basic parts of the general strategy for an organization to maintain their business even with issues caused by the fast development of the economic environment. (CabezaErikson, Edwards, and Van Brabant, 2008) Leaders are the person who control and assume responsibility of the operation of an organization and great leaders can set hopeful objectives and destinations while directing the operation of the organization towards those objectives through effective procedures. Other than that, great leaders can likewise influence their employees and motivate them by reinforcing a positive organization culture and through liberal employee benefits, for example human services protection, laborer pay, leave advantage and others.

Intelligent leaders additionally have the obligation to utilize their aptitudes and learning to effectively and efficiently manage their business forward even with

an indeterminate future and furthermore to diminish the sentiments of insecurity in their employees caused by that vulnerability. A leader has the power to influence the accomplishment of the organization, because of his full power to control the course of the organization, and in addition through the influence they apply on their employees that motivates them to bring the organization to more noteworthy statures.

## 2. EFFECTIVE LEADERSHIP

Leadership is a sort of power where one individual can influence or change the qualities, convictions, conduct and states of mind of someone else (Ganta, and Manukonda, 2014). A man with solid leadership capacity will be a decent illustration or good example to their employees, on the grounds that the leader who can effectively accomplish some great outcome or accomplishment picks up the trust and deference of their employees, and accidentally changes their qualities, convictions, conduct and demeanors, for mimicry is the sincerest type of honeyed words (Grint, 2007). This announcement is additionally upheld by Northhouse (2009), who expresses that leaders who have solid leadership have the quality to influence others to accomplish the objectives and destinations of the organization. Other than that, there is additionally another approach to characterize a leader that has solid leadership. A normal for effective leaders is that they give an unmistakable course to their employees, and furthermore lead their employees to focus on their occupations and to function as a gathering to accomplish the organization's objectives and goals (Wasim, and Imran, 2010). This likewise reveals to us that great

leaders more often than not have an unmistakable vision for the organization and in this way can without much of a stretch recognize the issues and obstructions that currently remain amongst them and the points of the organization. Along these lines they can effectively and efficiently achieve the fundamental changes that will carry the organization into the future while staying up to date with contemporary changes in the business world. According to Jackson and Parry (2008), leadership is where leaders utilize their abilities and information to lead and acquire a gathering of employees the coveted heading that is applicable to their organization's objectives and goals. Moreover, an effective leader that has solid leadership aptitudes ought to likewise be in control of certain trademark, for example, passion, consistency, trust and vision; for just leaders who claim these attributes can fabricate confide in employees.

Leadership and management are two distinct perspectives, management is more similar to the customary method for overseeing business, which the proprietor of the business has finish control of the organization, and will without any help build up a course and direct their employees to do their work in agreement to the proprietor's guideline and plan. Then again, leadership is the point at which the leader directs their employees towards the organizational objectives, at the same time endeavoring to communicate and motivate their employees with a specific end goal to ensure their employees are in the correct position to utilize their talents and focus on their occupations. Leadership methodologies additionally will change as indicated by the current patterns when important, not at all like management that only takes after it's old, conventional standards. (Graetz et al., 2010)

### **3. CHANGE MANAGEMENT**

Change has dependably been an issue for organization, similarly as it has dependably been a typical normal for human life. Change is certainly difficult for people to acknowledge as it is something that haul individuals out of their usual ranges of familiarity, which compels them to change their propensities and makes them very awkward (Lorenzoni, Nicholson, and Whitmarsh, 2007). For instance, a laborer as a rule begins work at 9 a.m.; if his director abruptly asks for the specialist to start work at 7 a.m., the laborer will be late to work since power of propensity keeps him awakening late. A similar thing applies to the organization, if an employee's ordinarily does their work following the succession of a to z, abruptly changing the grouping

of work from Z to A, can be very troublesome for every one of the employees to get use to in a brief timeframe. Change management in an organization can be characterized as a way to deal with manage change in two unique zones - the organization and the person, with people and the general organization adjusting to change at their own pace and style (Rouse, 2014). Change management enables the organization to get a chance to pick up an upper hand, if the organization effectively and efficiently actualizes and adjusts to the change of the market (Du Plessis, 2007). There are three phases in change management, which are adjusting to change, controlling the change and in conclusion affecting the change. The principal arrange, adjusting to change, is deciding the individual preparation to adjust to the changes and their ability to focus on the change. The second stage includes controlling the change and actualizing it in every day life. In conclusion, affecting the change, is to manage the change and to become acclimated to it throughout everyday life. (Hritz, 2008)

The time taken for the procedure of change management in an organization is difficult to decide, because of the distinction in singular employees' capacity to adjust, as some may quickly grasp change, while others may set aside a more drawn out opportunity to take part in the change. Much the same as a few employees will be content with the change, and some may not. The leader should communicate and cooperate with the gathering of employees to manage the long haul process changes (Wuestman and Casey, 2015).

### **Role of Leadership in Organizational Change**

A large portion of the organizations concur now a days that effective leadership is a standout amongst the most vital supporters of the general organizational execution and change. Intelligent leaders are those who have a store of abilities and learning picked up as a matter of fact that enables them to oversee effectively and efficiently the assignments of every day life. Effective leadership is constantly required to bring effective changes (Kennedy, 2000). Brookfield feature the significance of culture while tending to the issue of organizational change, he says a few detours which can influence the change management endeavors, which incorporate the mystery culture, the independence culture and quietness culture (Brookfield, 1995). The skilled leadership can deal with and oversee such issues. As per Gruban (2003) fitness is a capacity to oversee information and different abilities and capabilities.



Figure:1: Role of leadership in organizational change

There are some leadership skills that have been demonstrated and are obligatory for effective furthermore, fruitful leadership (Bennis, 1987). There are diverse abilities which are extremely effective for leaders and which additionally have association with the fruitful organizational change. Virtanen features a few abilities of leaders and relates them to fruitful organizational change in his model of leader capabilities (Virtanen, 2000). The table above features the part of leadership and h/her abilities with fruitful organizational change. The table likewise characterizes that these are the most critical capabilities and abilities which are useful and valuable for organizational changes. As indicated by the distinctive creators the leadership skills are firmly associated with the fruitful organizational change, "the leadership abilities have an awesome connection with the organizational achievement and change" (Gruban 2003). It is obvious from the writing that starting and planning change dependably requires very much created leadership abilities. This is likewise obvious that any change procedure for the

most part confront the certain level of protections, the effective leader is one who can deal with the opposition and actualize fruitful changes. Perceiving, tending to and conquering the obstruction is constantly long and not a simple procedure. Individuals oppose changes and particularly they oppose most to radical changes and it is just the leader's capacity to overcome. A solid leader is required to take care of the issue as the doctor is required to take care of restorative issue (Heifetz 1997).

Incremental changes regularly don't require the formal dispatch since they are presented in little measurements. These are regularly simple to deal with and embrace and are non resistible by the employees and are regularly temporarily period, and individuals working in organization are generally acquainted with these sorts of changes. Radical changes at the opposite end are hard to receive and furthermore have more obstruction, which requires more than insignificant leadership skills. Radical

changes require private acknowledgment and it is a part of senior leaders to mindful individuals to understand the need of change and in this manner to make eagerness to surrender old style of working for new ones (Reardon 1998).

#### **4. CONCLUSION**

Effective leadership is basic in overseeing change and change is the main technique to support the organization in the current business environment. Of course, change is hard for individuals, individuals will feel awkward on account of change and even in some cases deny the change, proceed as they are and be wiped out by the general public. Along these lines, leadership can be a factor to motivate and urge individuals to constantly roll out improvement and push them to change. Leadership assumes a part in an organization to motivate and urge the employees to change all together for the organization to have the capacity to support and adjust to the business environment, to ensure the organization will enhance and be innovative. The instance of Nokia, the mammoth that tumbled from the best to the base, is a wake up call on the threats of neglecting to enhance and ought to be recalled. Effective leadership abilities can assist leaders with gaining the trust of employees, making different errands less demanding to work on the grounds that the employees put stock in their leaders. This could make different parts of business management less demanding as well, for example, molding the way of life in an organization. A positive organizational culture can convey loads of advantage to the organization, as the positive culture can empower and motivate the employees in the organization to learn, communicate and work with each other. A decent culture in the organization not just gives a decent workplace to their employees, yet additionally gives a feeling of having a place with the employees and expands the responsibility of employees to keep working in the organization. Innovative thoughts will be delivered when leadership motivates the employees to communicate with each other and offer their considerations with each other. Leadership abilities additionally empower the leaders to lead their employees into the right heading, in agreement to the organization vision and mission. At the point when an organization's leader drives the employees in the right heading and motivates them to persistently enhance and advance, the organization's performance will definitely increment and have the capacity to maintain the organization in the current complex business environment. Consequently, effective leadership is

the principle factor that conveys change to the organization, if there is no leadership in the organization there will be no way by any means (Atkinson, 2015).

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