Leadership through Effective Communication

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## Introduction

Leaders lead their team members and employees using different skills, power, and influence. Leaders possess skills that help them in leading and giving directions and orders to others. Leaders focus on finding different ways to deal with their team mates. To become a successful leader, it is essential to focus on doing the right things in the right way. Leaders can achieve success through effective communication, which can help in strengthening their bonds with their team mates. Leaders are responsible for managing, handling, directing, motivating, influencing, and providing directions to their employees and team mates (Dipaolo, 2008). It is essential for the leaders to use effective communication skills and processes to communicate and interact with their team mates. Leaders use different leadership styles and skills to lead their team effectively. Communication is one of the key factors that help the leaders in successfully dealing with their team members. Strong leadership is essential for the success of a team, and to effectively lead the team it is essential for the leaders to communicate and coordinate at different levels with the team members to make them understand about everything.

## Importance of Communication for Leaders

Communication is one of the most important aspects that help leaders in achieving success. Communication is the process of interacting and conveying messages. It is essential for the leaders to effectively communicate and coordinate with their team mates. Effective communication helps in understanding the needs, problems, and difficulties of team mates, which requires the leaders to take effective decisions and actions. A leader can influence the behavior and actions of their team members by using effective communication processes. It is

essential for the leaders to understand the importance and significance of effective communication. Enhancing the level of communication and coordination between the team members and leaders can help in strengthening the bonds. It will lead to the overall success of the organization and will also enhance the level of satisfaction of the team mates (Kotter, 2001).

**Effective Communication helps in taking Decisions**

If a leader is planning to implement any change or plan, it is essential to communicate it effectively to the team mates. Leaders believe in taking suggestions, ideas, and opinions of team mates before taking any decision. The decision making process depends on finding an appropriate solution to the problem. In a team, the members might face different types of problems at different levels. It is essential for the leaders to communicate and coordinate with their team mates to understand the problems. Leaders need to understand that employees and team mates are an important part of their organization. They must be valued and provided with a chance of being a part of the decision making process. Involving the team mates in the decision making process by discussing and taking their viewpoints help in taking effective decisions. These decisions prove to be beneficial for the organization as well as the team members (Seltzer & Bass, 1990).

**Effective Communication helps in avoiding Conflicts and Disputes**

A team comprises of different members working together to achieve a strategic goal or target. The team members might belong to different school of thoughts, culture, religion, gender, and nationality. Each team member has different set of opinions, perception, and thoughts. It is not easy for the team members to accept each other and understand each other's viewpoint. The

differences between the team members often lead to conflicts and disputes. The conflicts arise due to opposition in views, and it is the responsibility of the leaders to avoid conflicts by taking effective measures. Conflicts and disputes can be avoided by enhancing the level of communication and coordination between the team members. Effective communication provides the team members with a chance of understanding each other's view point and also helps in developing good relationships. All this has a positive impact on the environment of the organization and it positively influences the overall performance and productivity of the organization (Seltzer & Bass, 1990).

## Poor Communication leads to Failure of Leadership

Poor communication leads to the failure of leadership as it results in creating problems and difficulties for the team members. Poor coordination and communication results in poor performance and productivity, and also weakens the bonds between the team members. If the leader fails to influence team members to communicate and coordinate effectively with each other, it will affect the environment of the organization negatively. The employee's performance will be affected and the leaders will also fail in taking effective decisions.

## Recommendations

It is highly recommended to the leaders to understand the importance and significance of communication in their success. The leaders should focus on enhancing the level of communication and coordination between the team members by linking them with each other. Conducting meetings and discussion sessions can help in keeping the team members involved in

the process of decision making. An effective decision can be taken by taking suggestions, opinions, and ideas from the team members.

# References

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