

Veteran leaders and their transformation of thoughts influence an organization quite positively

Abstract

It is quite evident that leaders are the consequential strength of an organization. Most notably “Management Science” is majorly related with an organization and this concept helps an organization to proceed along with its scientific methodology. On the other hand, leaders play a pivotal role out here to implement the superlative scientific technology to refine the organizational paradigm in all the regards. Both leaders and followers shall be in a same constructive avenue to devote for the spirited professional progressions very promptly. The co-ordination between leaders and followers should be in a proper shape for the associates to perform on behalf of that organization not only to ensure the stability but to maintain the amicable refinements in deed. Most importantly, the strategic thoughts of leaders are very healthy for the employees to understand the needful professional functions in the end. In other words, tactful planning of leaders will definitely influence all the diligent subordinates to be properly aligned with the day-to-day organizational needs quite evidently. The most noticeable fact is that Leaders do desperately “Clarify key concepts such as “transformation of thoughts” transform their thoughts, which include innovative culmination, professional evaluation, future effective cultural environment, productive organizational outputs, depth of market researchers, endurance to deal with situations and so on to ensure the concrete image of an organization.

Keywords: amicable organizational initiatives, bona-fide transformation of thoughts, culmination of leadership, attributes determined organizational planning, profound participative discussions, remarkable organizational success

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Introduction

Today’s leadership approach is having a worthy sketch of rational movements, which is having a justified thinking and planning. Successful and enriched leaders create an unbeaten relationship in between leadership and management, which is the stunning approach to regulate an organization as per the progressive zeal. On the other hand, both leaders and followers have the highest authority not only to enable the entire professional workforce but they are really entitled to assess their team in refining the rapid professional objectives quite magnificently.

On the other hand leaders do concentrate upon:

High-priced privileges: It is definitely a crucial factor of an organization. Because competent resources, their sound occupational activities, structured planning, its impactful implementation, talent acquisition, both intrinsic and extrinsic motivations are included under this concept. These are really important for extracting the best performance from the recruited employees for ensuring the satisfactory organizational outputs in the end.

Committed nature: Any constructive engagement gives a remarkable satisfaction if that is having a prior objective and the indispensable depth at all. Most notably, each of the associates shall have to have the committed nature in the end. Each leader is having that objective to engage their followers to extract the best performance. So, absolute engagement shall definitely be successful and undoubtedly conducive for the rapid organizational development, where each employee shall have the great opportunity to understand the strategy and to accelerate their responsibilities without any hazard. Leaders inspire their team to be more competent to adopt the promising occupational functions from the perspective of their real perceptual depth.

Cognitive aim: Both leaders and followers should be really aspired to finish the accomplished tasks and that shall be truly effective to complete the needful organizational goal through some competent team works within a stipulated time frame. That is why; both leaders and followers shall have to initiate the destined vision based upon the real organizational needs and requirements indeed. The aim should be prompt, perceptual and consequential in nature. The entire team should definitely be committed not only to be collectively competent but to explore their both individual and communal qualitative measures at every now and then for the operational victory of an organization.

Legitimate adoration: It is a very pertinent consideration and it should be followed by each follower to concentrate upon what exactly they have been appointed for. This devotion shall take them towards the unstoppable milestone and an outstanding elevation in style. It is needless to convey that each of the associates shall have to adore the entire managerial hierarchy not only to ensure the learning but to impellent the same for the rapid occupational growth indeed.

Shifting of mindset: This proactive shifting is always positive and it generates the confidence. In this incredible pathway, leaders elevate their minds and work out accordingly. Elevation fetches inspiration, which is really needful for all the followers as well to put the best from their end for an organizational sustainability. This shifting should have the operational positivity, intensity of professional bond, scientific cognitive outcome, possibility to grow, mitigation of risks and satisfactory margin of profit.

Logical estimation: All the leaders should have a rational mind and they should be the very modest thinker to take the firm decision for the amicable celerity of an organization. In this regard, both leaders and followers shall culminate their organizational standing and set an inestimable example at all. This estimation may bring out the hazardless

commercial progressions along with the best communal harmony not only to work hard but to establish the rewarding organizational culmination. According to Agyabeng AN.,¹ this study has already ensured that both the notion of transformational and transactional are magnificently recognized for guiding the organizational goal.

Fundamental research problem

It is a very important part of this “Research Manuscript”. The fundamental problem is how the influence is being reflected of all the “Veteran Leaders” for regulating an organization in a very satisfying manner. Because, it is formed through a number of qualified associates, who will understand the absolute organizational needs and requirements respectively. Moreover, all the associates will be assembled together and they will work hard to settle their broad vision, which shall influence them to ensure the real work culture accordingly. The problem signifies the versatile roles of our veteran leaders and the how it is possible to determine the most satisfactory organizational outcomes. Leaders are the best reflections in this regard in case they do their exclusive “Need Analysis”. They will automatically understand about their future functions and they will signify their broad organizational goals.

- 1) Leaders shall plan very concretely to move ahead.
- 2) They should organize their available resources to initiate the proper functions.
- 3) Leaders shall focus upon staffing to accomplish the day-to-day assignments in a convincing manner.
- 4) They should lead all the resources for enabling their jobs along with sound results.
- 5) Leaders and followers are responsible to bring out an absolute control upon the entire professional operation, where they can have their competent occupational reflections in the end.

Literature review

It is indeed very significant due to its versatile impacts upon organization. Most notably, it is related with the positive leadership approaches. Leaders do deal with the same and convert all their dreams into reality. On the other hand, an organization appoint leaders and they get the powers to run the same as per the legitimate system otherwise they will be completely failure and all the absolute initiatives will be in vein.

- a) **Assigned tasks:** Leaders assign the tasks upon subordinates based upon the needs. Leaders do guide them promptly to accomplish the same.
- b) **Competence:** It matters a lot. The successful movement of an organization depends upon this. That is why; both leaders and followers should be alert regarding this.
- c) **Absolute vision:** Leaders are committed to reach their vision actively, confidently and convincingly. It is desirable for them to be united and successful.
- d) **Commitment:** They all should be really committed and they should work hard accordingly. Every hard work reflects for an organization in enriching its pre-scheduled mission at last.
- e) **Trust building:** It is important. Leaders depend upon their subordinates through assigning various responsibilities and for assuring the gradual evaluations and outcomes.

According to Ajaz A.,² this study has significantly analyzed the connection between effective leadership and sustainable development.

Emperical methodology

The scientific resource and analytical methods have been applied here. Both the perspectives will be very friendly in nature for an organizational hierarchy to be significantly recognized. Because, leaders implement their scientific resources to have evidence based solutions in this smart and competitive market. Analytical methods will help them to have the concrete decision and sound strategy.

Leaders are focus oriented to drive the entire business through boosting and engaging employees in fulfilling their all the commitments.

- A. They are the cleared and prompt communicators not only to create messages but to disburse the same on time for smooth advancements.
- B. Leaders should have a profitable organizational strategy to design the entire blue print of an organization and they instruct the hierarchy to follow the same for their self-engagements and communal distinctions as well.
- C. Individual responsibility should be one of the real initiatives for all the associates to be aligned in a single platform and to assure their individual strength for the inhabitable organizational developments.
- D. Leaders and followers should be versatile to deal with both odds and evens to retrieve any of the professional circumstances for an organization to be reflected successfully.

According to Bourne P. A., Brown N. and Thorpe F.,³ this study is a combination of conceptual and systematic literature, which examines thought leadership as a multidimensional construct, which is the intersection of knowledge production, intellectual influence and institutional authority.

Analysis

The real fact is that leaders are very cool and calm to deal with themselves for the following:

- a) **Emotional intelligence:** Leaders and followers must have this special intelligence to mitigate their collective stresses and for gaining their inter-personal bonding to accomplish the given organizational tasks.
- b) **Sustainable purpose:** Leaders are responsible to initiate their purpose and to proceed meticulously based upon the appealing team efforts for the prescheduled targets.
- c) **Logical thinking:** It really helps for the entire fraternity of leaders to be redefined and focused as per the common desire. But their logical approaches are the key for prompt action and their reactions, which should definitely be countable.
- d) **Team setup:** It is inhabitable in nature. The proper team ship can be very conducive for an organization to be positive. All the team members should be diligent, optimistic, responsible and authentic to pay the best from their collective ends.

According to Hernandez C., Nash M. S., Chatman R.D. and Bell R. L.,⁴ this study has executed the role of “Transformational Leadership” in the real platform of successful strategic initiatives for exclusive vision, enabling commitment and promoting innovation in the entire process of implementation.

Discussion

The successful organizational influence really depends upon both decisions taking and making at the same time. That is why; they are really relied upon the following:

Rewarding philosophy: The ultimate philosophy is to be at the top along with the trusted planning, strategy and the positive reflection of workforce.

Need analysis: Leaders invariably do the same to enhance their stature of quality to sustain in this endless competition.

Empowerment: Leaders empower their resources based upon exposure, trust, knowledge, education, implementation of thoughts and zeal to work.

Emergence of Solutions: The entire hierarchy is to be emerged not only to detect problems but to prevent solutions. It is the system for defining the concept of “Real Modification” from an organizational perspective. According to Kumar S., Shukla M. and Pundir A.,⁵ this paper has stated that how the leadership theory is evolved from our early trait-based models.

Corporate social responsibilities

These responsibilities are very effective for enabling the needful organizational resilience, bold infrastructure of organizational hierarchy, all-round promotional assurance and unparalleled commercial sustainability.

- a) **Sound educational set up:** Leaders and followers need to build their excellent academic set up for acquiring various needful learning about corporate knowhow, which shall be impactful for them to learn about “Live Corporate Existence” right from the very first day.
- b) **Supportive training:** It is indeed very crucial for each of the organizational influencers to be properly trained and they are automatically entitled not only to attain the training but to embed the exclusive organizational values everywhere.
- c) **Situational modification:** CSR activities will include the agenda to refine the environmental urge for the organization from the perspective wide magnitude of business indeed.
- d) **Virtuous oath:** All the CSR leaders shall ensure the productive occupational “Governance” and diminishing waste and the overall integrity along with proper learning initiatives.
- e) **Magnanimous endeavor:** CSR programme shall include incomparable strategy of commerce, definitive practice of “Human Resource Management”, empowering right candidates for the right jobs on right time and noble resolutions for the entire occupational resources at the end of the day.

According to Oyinbo T.B.,⁶ this “Research Study” has ensured that, “Digital Transformation” has been one of the pivotal features for an organizational strategy for a value to be created, delivered and sustained in 21st century.⁷⁻¹⁹

Conclusion

Therefore, the concept of “Transformation of Thoughts” determines the core reality of an organization, where a number of opportunities are there to deal with various difficulties. Leaders are well trained and supportive to detect them for refining their existing exposures and they are accordingly be authorized to find the exquisite

solutions based on their actionable initiatives for destined fortune in an appealing organizational context.

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Conflict of interest

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