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EMOTIONAL COMPONENT OF LEADERSHIP, ITS ADVANTAGES AND WEAKNESSES

What would our life be like if the organizations to which we devote most of our lives were initially dominated by leaders who could evoke a lively response in us and inspire us to feat!?

The emotional challenge for a leader is of the utmost importance because it is not only the main but also the most important aspect of leadership. Leadership always has an emotional basis. The leader must channel collective emotions in the right direction, create an atmosphere of friendliness and skillfully deal with negative moods. This challenge is equally important for a leader of all levels - from the board-room to the sales floor.

An emotional leader is a leader who constantly interacts with employees. It's a great job to work with people, observe, talk to them, educate them, give feedback. Management is, first of all, interaction with people. In management, the ability to manage emotions is important.

By instilling enthusiasm in people, productivity can increase. Another important aspect of Emotional Leadership is that its impact goes beyond guaranteeing a job well done. If a manager is rude and disrespectful to employees, annoys them and constantly points out their mistakes, employees lose confidence and motivation. On the contrary, when a leader is attentive to people, notices and supports their potential and abilities, people are drawn to him, appreciating such an emotional

support. Whether an organization thrives or withers depends largely on how effectively it performs its core emotional mission.

A leader who lacks the ability to understand the experiences of others will be involuntarily excluded from the emotional context of the collective, and therefore his words and behavior can cause a negative reaction.

Resonance and dissonance. Dissonance harms the mental and physical health of a person. The most common types of such leaders are despots who intimidate and humiliate their subordinates; hypocrites whose words are constantly at odds with their deeds and who only care about their career; insensitive leaders who try to evoke a positive emotional response from subordinates, not noticing that they are at the mercy of negative emotions.

There are six leadership styles: four positive ones that cause resonance and two negative ones that generate dissonance.

The positive leadership styles include:

1. "Dreamer". He encourages people to work towards a common goal. He is most effective when a clear statement of a new task is required.

2. "Mentor". Such leaders combine goals of organization with employees' goals, their positive attitude contributes to their productivity.

3. "Comrade". Such a leader brings people together, and his skills are especially in demand situations of disagreements and stress

4. "Democrat". The most important thing for him is cooperation and openness. He makes decisions by consensus and acts by persuasion.

Negative Leadership Styles are:

1. "Pedant". Leading that results in excessive psychological pressure, makes people anxious, causes loss of good specialists in the future.

2. "Dictator". The authoritarian leader does not tolerate objections. He can be useful in a situation of crisis or major reorganization. But being a relic of the past they jeopardize the viability of the entire organization.

Emotional Leadership - Emotional Intelligence Management. As everyone already knows, intelligence is the ability to think abstractly, analyze and reason, find interrelationships, learn, absorb information quickly and, most importantly, solve problems.

Five Components of Emotional Intelligence are: self-awareness, a knowledge of your emotions, behavior, strengths and weaknesses, understanding how they will affect people around you; self regulation, ability to control yourself and your emotions; self motivation, skills to create interest to work without any external coercive factors; empathy, understanding and supporting others; social skills, emotional intelligence for building and managing relationships.

It is important for a business owner to remember that running a company is primarily managing people. And interaction with people ALWAYS includes and is based on an emotional component.

Communicating with employees leader should take care of the person's emotional background that is left after this communication. Therefore, the highest art in managing other people and, in particular, in managing oneself is managing emotions.