

proc transpose data= Professional out= Leader;

Pratibha Jalui, Cytel Statistical Software and Services Pvt. Ltd, Bangalore, India

ABSTRACT

They say, "Leaders aren't born, they are made" and based on my own experience I can't agree enough. In a world where most people prefer to follow protocols only few would dare to lead.

If only the making of a leader was as easy as running a proc transpose syntax with the right variables, well I must admit it is, provided you have the right identifier variables.

This paper discusses the 7 core identifier variables that apply to all leadership scenarios/ personalities and could help transforming a professional to a leader.

```
proc transpose data =professional out =leader;  
    id common_values right_fit communication expectation feedback vision_mission own_decisions;  
    by right_intent ;  
run;
```

Essentially all good leaders create a set of common_values, identify right fitment for roles, communicate expectations clearly, give feedback regularly, ensure that they and team believe in the vision -mission of the organization, make decisions based on strategy and own them.

INTRODUCTION

As an aspiring professional who always wanted to become an effective leader and, in my 18+ years of journey of becoming a successful one, I realized that there is no short cut and no single list of qualities that one can define to become a successful leader. However, there are certain traits of an effective leader which are independent of industry and apply to all leadership scenarios and all leadership personalities. True leadership is beyond the leader. True leadership requires a genuine transformation towards the larger good and that explains why transformation and leadership cannot be separated as every action of a leader has the power to transform the lives of many people directly or indirectly and hence one who wishes to be a great leader must also constantly strive to transform themselves.

Effective leadership is a crucial aspect of personal and professional success. It's the key to unlocking the potential of individuals, teams, and organizations. And yet, despite its importance, effective leadership remains an elusive quality. In this paper we talk about 7 such qualities which when implemented have the power to transform any professional to an effective leader. Let's have a quick look at these:

QUALITY 1: COMMON VALUES

The first tenet of effective leadership is the establishment of shared values. These values shape the functioning of the enterprise, project, or organization, and are essential in attracting people who align with them, while filtering out those who don't. Effective leaders have the ability to identify the core values of their mission and effectively convey them to their team. These values are often a central part of the hiring process, and effective leaders take great care in selecting individuals whose personal values align with those of the team, organization, or movement. This is a critical aspect of effective leadership.

QUALITY 2: IDENTIFYING THE RIGHT FITMENT

The second fundamental aspect of effective leadership is placing individuals in positions that are appropriate for their unique traits and abilities. Many capable individuals struggle when placed in roles that are not well-suited for them. Effective leaders understand this concept and take the time to thoroughly evaluate their team members, possibly through personality assessments and skill testing. This way, they can ensure that everyone is placed in a role where they have the best chance to succeed. A well-known leadership book [1] speaks to the idea of not just having the right people on board, but also ensuring they are in the right seats. This is precisely what effective leadership entails, regardless of one's personal style, cultural background, or organization.

QUALITY 3: COMMUNICATION

The third crucial feature of effective leadership is about ensuring clear and effective communication. Like its rightly said, "The single biggest problem with communication is the illusion that it has taken place ". Many individuals get hired but are uncertain about what is expected of them in their role, as they are not always clear on the distinction between inputs and outputs. This leads to feelings of misunderstanding and miscommunication between staff and management. Good leaders understand the importance of regularly communicating expectations, such as through key performance

indicators, regular team meetings, and other methods. This ensures that team members are aware of what is expected of them and avoids any confusion or surprise. Effective leaders want to avoid any discrepancies between their own expectations and the employee's understanding of them, which is why they consistently communicate throughout the process.

QUALITY 4: EXPECTATION SETTING

The fourth characteristic of effective leadership builds upon the third, as great leaders not only communicate expectations effectively, but they also know how to set appropriate expectations in the first place. When it comes to key performance indicators (KPIs), the KPIs that leaders set will vary based on the direction of the team, department, or organization. The leader's role is to determine which metrics will have the greatest impact and add value to the group. There are numerous KPIs that can be set, ranging from sales conversion, marketing, completed work, first time right, timeliness, quality and more, depending on the role and the business need. Effective leaders take the time to identify the KPIs that will best serve the organization's larger goal.

QUALITY 5: FEEDBACK

The fifth key element of effective leadership is regular feedback. The importance of timely feedback can only be emphasized so much. We all need people who will give us prompt feedback so that we can improve. Regardless of their industry, effective leaders are known for providing ongoing feedback to their team members. They don't let long periods of time go by without offering constructive feedback and advice. While it's important to avoid micromanaging, giving regular feedback helps prevent unpleasant surprises and ensures that everyone is on the same page. This is a practice commonly followed by all effective leaders.

QUALITY 6: VISION MISSION

The sixth characteristic of effective leaders is their unwavering commitment to the organization's vision and mission. They ensure that the team fully understands and genuinely supports the direction in which the organization is heading. Without a clear vision and mission, it can be difficult to measure success or failure. Effective leaders recognize the importance of everyone being on the same page, working together towards a shared goal, rather than just having a collection of individual high performers. They understand that in order to achieve a collective victory, it is essential that the entire team is emotionally invested in the department or organization.

QUALITY 7: OWNERSHIP

The final aspect of effective leadership is the willingness of leaders to take charge and take responsibility for the decisions they make. Many leaders struggle with indecision and are afraid of making the wrong call. However, effective leaders understand that decision-making is an essential part of their role, and not every decision will yield positive results. It's crucial for leaders to have the ability to make decisions and recognize when to do so. If a decision does not have the desired outcome, leaders must take complete ownership of it and take steps to correct it, rather than shirking responsibility.

CONCLUSION

Effective leadership is about creating a shared vision, aligning individuals to their unique strengths, fostering a culture of trust and communication, empowering, and mentoring team members, and making responsible decisions. A successful leader is someone who inspires and guides a team towards a common goal, while providing ongoing feedback, support and recognizing the efforts of individuals. By doing so, they build a high-performing, collaborative, and engaged team that is dedicated to achieving the mission of the organization.

REFERENCES

[1] Good to Great: Why Some Companies Make the Leap...and Others Don't. - Jim Collins

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RECOMMENDED READING

The 21 Irrefutable Laws of Leadership - John Maxwell

CONTACT INFORMATION

Your comments and questions are valued and encouraged. Contact the author at:

Ms. Pratibha Jalui

Cytel Statistical Software and Services Pvt. Ltd.

Bangalore, India

Work Phone: + 91.961962.8671

Pratibha.jalui@cytel.com

Web: www.cytel.com