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"POWER OF POSITIVE LEADERSHIP "

NABHITA SHARMA

As rightly said by Warren Bennis, Robin S. Sharma, and Dough Firebaugh leadership is a magnetic, inclusive force centred on impact, communication, and making others feel valued at the core of an organisation. Imagine yourself stuck in an organisation which quickly defaults to a state of dysfunctionality, anxiety and stagnation. This is what happens in the absence of positive leadership, whereas imagine an organisation which fosters an environment where your personal growth and the growth of the firm is simultaneous, where leaders anchor their strategy in optimism, empathy, and clear vision, where there isn't a lacuna of goals between the employees and their employer, truly it sounds like a workspace utopia, but what if I tell you that the key aspect to turn this utopia into reality is none other than " Power of Positive Leadership". When the higher ups create an environment driven by fear the employees tend to hide their mistakes rather than actually solving them, more people quit their jobs and the productivity declines. According to research by the Society for Human Resource Management, 25% of employees do not feel safe voicing their opinions at work in fear driven or toxic management cultures. According to Gallup's State of the Global Workplace report, in workplaces that do not have positive leadership, only 20% of employees worldwide are fully engaged at work, others fall heavily into the "quiet quitting" bracket. These were some of the repercussions of not following positive leadership in an organisation. Now let's focus on the benefits of following positive leadership in a workspace . Good leadership not only benefits the business but also fosters trust between the team, it allows a space where ideas can become innovation and employees feel affinity towards the organisation, this reduces the chance of them quitting the workspace and also

ensures that they work efficiently to increase the productivity of the organisation. Not to mention the impeccable impacts positive leadership has on a person's psychological wellbeing. Traditional management often leverages stress, and higher cortisol levels which hinders the efficiency of the workers. Positive leadership which is based on encouragement, empathy and transparent communication allows the workers to express themselves about their opinions and their problems to their employers. Researchers have given a term "HERO", this translates to Hope, Efficacy, Resilience and optimism. These traits are seen in workers who are working under positive leadership and their leaders provide them with a clear direction to redirect them on the path to achieve long term goals. Good leaders are not just those who are confident themselves but also those who can make their peers also confident about what they are doing. Validating the workers opinions and most importantly taking their feedback and actually working on those feedbacks is what good leadership is about. Stress burnouts and depression in office spaces is a very common problem, severe stress, anxiety, depression leads to higher suicide rates all over the world. 10%-13% of global suicides are work related, this translates to over 70,000 deaths by suicide driven by workplace stress. Now think of yourself as a boss who exercises excessive pressure on your subordinate and suffocates them in their workplace and one day you hear one of your subordinates committed suicide because of your behaviour towards them, the guilt of that will consume you entirely. Here comes the power of positive leadership. One may think of it as something trivial but you can even save a life if your attitude is positive enough. Positivity in your management styles will not only make the employees life easier but also the employer's. Today's good leadership will reflect not only tomorrow but even 10 years from now when the employee finally becomes the leader and when he/she looks back in the past to recall how his/her superiors treated him, he/she will be reminded of the positivity and the collective understanding they got. The present leader will then most probably try to create the same work environment for his/her employees. A good leader produces more leaders, rather than just leading employees. Instead of just pin-pointing the mistakes of employees, a goal-driven leadership identifies the strengths of all the workers and fits their strengths into the framework of the company's development. It recognises the talent of its fellow workers and puts them in good use. Positivity is a practice, not a mood. Positive thinking is the base for positive leadership, so in order to lead with positivity one must have a positive attitude towards life in general rather than just following positive leadership at work, because if the leader is not thinking in an optimistic manner all the time they cannot simply switch their outlook once they enter the

workspace. Once they've achieved that, they can now solve conflicts better and they can navigate the workplace more efficiently. Since problem solving starts at the grassroot levels so the workers and the leaders both must follow an optimistic approach while navigating office issues. Positive leadership isn't just about feeling happy all the time and ignoring all the problems that are going on in the workspace, rather it is focusing on finding constructive solutions for the problems and working in such a way that an equilibrium is achieved and all the people reach consensus about decisions. It isn't just about making decisions yourself and imposing them on others without taking their opinions into account. Now decision making through consensus can indeed be difficult and time taking, a good leader knows how to listen to all the feedback about company policy and how to use it to benefit both the organization and the workers. While this does not necessarily mean that the head is going to implement all of the feedback, it only means that the head may take the best out of all and makes sure to encourage others to think of even better solutions in the future. This way you can balance all the expectations and the outcome in a more sensible manner. Your upbeat and lively attitude as a leader will lift up the spirits of your teammates and their tasks would feel less like a burden to them, they may even end up enjoying their work. If a leader easily gets frustrated or behaves rudely, people would want to avoid him and they'll associate his presence with those emotions only. A positive workspace should have transparent communication, understanding and consensual approach of working. A strong building only is strong because it has a strong base, the human body can only function if the heart and the brain works, similarly a good and strong workplace can only become successful if the management and the leadership is strong enough to make it possible, now you may ask how that will be possible, well the answer to that is none other than positive leadership. A company can never become successful when its employees are not taken care of. This is the reason why companies who follow this model turn out to outperform their peers. This is a sign for even those companies to follow this model of leadership to increase their productivity and retain their employees in their own companies. In a nutshell, positive leadership is the core foundation for a fully functioning successful organization, it consists of a pattern or continuous behaviour reflecting empathy, transparency in communication, consensus and most importantly optimism in the working of the leaders. Positive leadership stands for action, not just reaction. It helps in the smooth functioning of the organization and boosts employee morale, it makes them feel heard and ignites the feeling of affinity towards their organisation and their work in them. It helps them feel comfortable in their work environment and also helps them to enjoy their work, not take it as

a burden or a job which needs to be done. Employees and the employer come closer with this model and they understand each other's situation better. The company benefits the most in this model because its productivity increases, less people quit their jobs, people work harder and the employee talents get to good use. All this is the crux of this article. Positive leadership does much more in reality than any words can ever describe. It is the only solution which requires no monetary investment, yet it's the most beneficial of all other solutions which may increase the productivity levels of the company. As rightly said by John C. Maxwell, “The pessimist complaints about the wind. The optimist expects it to change. The leader adjusts the sails.” This means true leadership is not just about wishing that all the problems go away or to complain about having problems in the first place, it's about adaptability and accountability. The leader is aware of how they cannot control the wind but they are also aware that they have absolute control over how they steer their team through this. Positive leadership is something that should be absolutely necessary while managing an enterprise. The power of positive leadership lies in its ability to transform organizational culture.