

Leadership:

The Comprehensive Quality System and Rational Management of Facilities



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Competitiveness is a major feature that has led every institution to find a distinguished position for itself among its peers. In the same vein, many researchers have argued that leadership is one of the main elements of the comprehensive quality system in labor market. There were many attempts to define "leadership":

- According to the Business Dictionary, leadership is the person's ability to organize and lead a group of people; it depends on establishing a clear vision and sharing it with others to achieve it on the ground. Other definitions of Leadership are the ability of an individual or a group of individuals to influence and guide followers or other members of an organization. In other words, leadership involves making sound and sometimes-difficult decisions, creating and articulating a clear vision, establishing achievable goals and providing followers with the knowledge and tools necessary to achieve those goals.

- The term leadership means the art of motivating a group of people to act toward achieving a common goal.

Leadership has many different styles; leaders should not be quite similar in their approaches or policies. Best leaders are indeed those who are both familiar with a wide range of leadership styles and who are capable of dealing with any kind of issues. In other words, leader can be defined as the effective one who possesses the ability to encourage, direct and train individuals to achieve goals and accomplish a vision that inspires others and turn a dream into a reality.

In Arabic, the word leadership comes from the verb lead, which means to direct and manage.

The Holy Qur'an has mentioned in several places in various verses some of the leadership features and qualities, including what was mentioned in Surat Al-Kahf for some traits of a successful leader, which we derive from the story of Dhul-Qarnayn. Indeed, it contained more than 20 technical and moral qualities necessary in any successful leader.

Distinguished Leader

A good leader has a wide range of skills; the more these skills are combined,

the greater the chances of a person to be a "distinguished leader"; most important qualities of a leader are::

Communicative: A good leader should possess

Verses from (No. 84 to No. 98) in Surat Al-Kahf from the story of Dhul-Qarnayn included what can be seen as the qualities of the leader and the tools of leadership such as (adopting science- reference - motivating hard work- dynamics of movement - communication and listening to feedback - a sense of responsibility - optimal use of human energies - clarity of instructions and orders issued by the leadership - exploitation of available resources - education and guidance - modeling - achieving the desired in the best way and the least loss - use of force in development and reform - justice - closing the door of graft - modesty and purity -supporting the oppressed - teamwork - humility and giving credit to God)



The following table explains the difference between a leader and a boss

Leader	Boss
May be a boss or may not	May be a leader or may not
Inspire others	May inspire others or may not
A leader innovates and collaborates	Boss administers and dominates
Focuses on vision	Focuses on structure
Works on “we” instead of “me” attitude	Only cares about advancing personal goals and personal connections

effective communication skills, which take several forms such as direct/indirect communication (telephone, e-mail, social networking sites).

Active listener: set visions to employees, formulate the message and send it clearly, use body language skillfully, speak in front of the public (internal - external).

Motivation: A good leader should have the ability to establish a clear vision that motivates work and attracts his subordinates; this skill includes several sub-skills, like allowing the independence of employees, praising their efforts, directing them and receiving feedback.

Positivity: A good leader can create a positive work environment and establish high morale among employees; positivity also means looking for solutions, expecting good results and success from employees, and resolving disputes among them.

Trust: a leader rather than a boss can boost a team's performance and guarantee success for the organization. This can be achieved through gaining the trust of employees, and making them feel comfortable in talking and dealing with him.

As previously stated, leadership involves creating and articulating a vision and inspiring others to achieve that vision. Good managers who excel in articulating the steps are required to complete tasks and holding people accountable for achieving their share of assigned work.

There are many different styles of leadership; it is not necessary for all leaders to be the same, but the best leader is the one who is familiar with all methods and is able to deal with the largest possible number of issues in different ways. An effective leader should possess several features: self-confidence, persistence, risk taker, highly communicative and interactive, open-minded, visionary, objective, kind, persistent, and knowledgeable.

Administrative leadership is about orchestrating tasks (and often includes mobilizing people) to develop and sustain an organization. Successful administrative leaders are able to establish systems that protect and sustain essential operational functions to meet the needs of the organization. According to traits theory, there are specific features that some persons are born with such as charisma, fluency, intuition and wit. Other technical skills can help a leader to accomplish other activities like hiring and supporting staff, overseeing budgets, and maintaining a positive workplace climate. In addition, there is also the personal skill, which enhances the leader to be on good terms with the employees. Finally, there is the mental skill, which is divided into two types: the administrative and the political; the former is related to the job distribution ability while the latter is concerned with the prevailing conditions in the state. Situational theory proposes that leader's abilities depend on the area /situation. For example, leaders' response in a civic situation in the government is highly different from the situation of the military leader. Interactive theory assumes that qualities of a leader are not a precondition of success; he should clarify purpose, inspire individuals to pursue a shared vision, and ensure that goals and outcomes are attained in the organization. To sum up, the success of any administrative activity depends on 1- leader's qualities 2- elements of work environment 3- situation of the work environment

Successful leaders demonstrate leadership qualities in their personal and professional lives, inspiring others to take action and set a course for future success. They focus on the big picture, avoid distractions, and do not get bogged down by small, tactical details. Additionally, they encourage strategic thinking, innovation, and action.



Inspirational leadership, at its core, is about finding ways to enhance the potential of those you lead in a way that works for them, and inspiring others to push themselves, achieve more and reach that potential. In doing so, people will develop a greater confidence in what they can do, and apply this confidence in a way that benefits the organization they work for.

(3) Needs and requirements of individuals and groups

Strategic leadership is a leader's ability to visualize, plan, lead, and make the best out of the resources and to execute strategies efficiently and successfully. Being able to communicate the vision of where the organization should be heading is vital. Strategic leaders must have the social skills necessary to communicate their vision with the team accurately. Besides, time management is invaluable to being a highly effective leader. Highly effective leaders understand the importance of making time for their team. When leaders aren't proactive in scheduling time for their employees, they allow other things to consume their day. Subsequently, they become inconsistently available to their team making them appear unreliable and disconnected. On the other hand, inspirational leadership is the ability to be a positive influence on those around you and motivate others toward success. Employers of any experience level can practice inspirational leadership, whether they are an executive or an entry-level employee. Inspirational leadership offers your employees or colleagues opportunities to develop their ambition based on your actions and attitude.

Other qualities of a successful administrative leader are self-confidence, sense of responsibility, empathy and support of others.

