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Change is important in all aspects of work, life

Leadership is no longer what it used to be, and must evolve with time

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As society changes, people change, generations develop, and new ways of managing and leading people evolve.

Ideas are also reconstructed to suit the values and culture of that society.

"Change cannot be isolated from the context in which it happens," says Shamim Bodhanya programme director at the Leadership Centre in the University of KwaZulu Natal.

New methods of leadership have evolved in response to changes in society, technology, lifestyle and other trends that have been transforming in our society.

Speaking at a function recently Professor Jonathan Jansen, dean of

education at the University of Pretoria said leadership has to be developed in a humanistic manner, and power has to be used in a manner that serves the needs of the people.

Leadership is no longer a matter of dictatorship as people have become more objective about their surroundings and more assertive about the things they want out of a leader.

They are more expressive of their feeling about what works and what does not work for them, and this has given rise to the need to look at new forms and trends in the development of leadership.

"Leadership must happen in context, it should be integrated with the identity, business government, and it's intertwined with the context in which we find ourselves.

"There is need for leadership to

go beyond understanding of the values of organisations to understanding the complex systems in society," says Bodhanya.

He believes that leaders need to understand leadership in the context of an organisation and its relation to the external environment in order to know how to lead, and manage people effectively.

"There is need to understand inter-relationships, the human aspect, and develop leadership skills in that context to be able to deal with the more complex context of the work environment," he says.

Jansen emphasises compassion in leadership. The development of compassion to understanding the importance of serving people, leadership is about serving the people their needs and understanding these in turn.

There are many factors that need to be looked at in the environment and leaders need to understand that rapid change means we

face a more complex environment all the time, and therefore leaders have to observe and always work towards acquiring a different set of skills and different ways of viewing the world, and ways to present things to others.

Leaders have to find ideas of engaging in dialogue and making strategic conversation without losing focus on what his/her people are about.

Bodhanya says that no one can stand out of a complex system, we are living in an experiential world, and people have to consistently test their abilities to gain an understanding of what they can do, and find ways on how things can be done.

"In essence that is how great leaders develop, and most importantly the value of feedback in all tasks is important. It resembles what can be changed and what should be changed in effective leadership," he concludes.