Organizational Objectives

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Leadership is a trait that gives a person noticeable edge over the other people in the community. A leader is a person who leads, guides and motivates other people to achieve a common goal. He or she paves a way for the achievement of that common goal and acts like a role model for their followers to follow them. In short, a leader acts as a guiding light for a group of people who are headed in the same direction. In some cases, the leader even sets the direction for the herd and makes way for them in that direction at the same time.

**Characteristics of a Successful Leader**

A good leader has many characteristics in their personality which makes them prominent from others. These personality traits help the leader to rise above the crowd and shine. Some of the qualities have been listed below:

* **Active Listening**

A good leader always listens attentively to the problems and queries of their followers (Daft, 2014). He or she exhibits active listening skills, which makes them a favorite among their followers.

* **Less talk, More Action**

A good leader believes in talking less and doing more action.

* **Honesty**

A popular leader is an extremely honest and fair person. He or she does not use any unfair means to reach their destination and shows transparency in their actions.

**Expectations of Followers from their Leaders**

Many pieces of research have highlighted that what a leader expect from their followers but very little work has been done in the area of what followers expect from their leaders. There have been many surveys, interviews, and assessment on this topic which highlight some of the traits that followers want to see in their leaders. Some of these traits have been mentioned below:

* **Commitment**

Followers expect their leader to stay committed and connected to their goal.

* **Communication**

Communication is the most important aspect of any relationship. Followers expect their leaders to keep the gates of communication always open for them so that they can provide their ideas, opinions and compliant to them freely.

**Expectations of Leaders from Their Followers**

Just like followers have expectations form their leaders, correspondingly, leaders also have some expectations from their followers. Leaders put in their blood and sweat in developing a team, they put in a great effort from the very initial stages of the team till the dissolution or the breaking up of the team (in the case of a time-bound project). Hence, they also expect their followers to give something back in return (Dewan, & Myatt, 2008). The highest quality or the trait that a leader expects from his or followers is loyalty. They want their followers or subordinated to stay loyal with them forever, even after the dissolving of the team and respect them.

**Strategy to Increase the Leadership Satisfaction Rate**

Making a place in people’s heart is not an easy task; it requires a great level of effort and struggle. Especially when it comes to satisfying your followers, it proves to be a herculean task (Ciulla, 2003). People can be satisfied with great difficulty but it is not an impossible task. A leader can adopt multiple strategies to increase his or her rating such as

* Constantly keep encouraging your followers
* Reward exceptional performances.
* Provide a positive working environment.

**Strategy to Increase Employee Satisfaction Rate**

If a leader is working in an organizational environment, his or her main focus should be to keep his employees satisfied. This keeps the employees motivated and makes them work harder and with more effort towards their job. Multiple steps can be taken in this respect like constant motivation programs, and rewarding them with performance-based incentives.

**References**

Ciulla, J. B. (2003). *The ethics of leadership*. Wadsworth/Thomson Learning.

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Dewan, T., & Myatt, D. P. (2008). The qualities of leadership: Direction, communication, and obfuscation. *American Political science review*, *102*(3), 351-368.