Title page

Article review

Johnson examines the role of emotional intelligence in leadership and how it can lead to organizational change. The purpose of the article is to determine how emotional intelligence will improve the role of leaders in challenging situations. The idea is to discourage the toxic leadership culture because it undermines organizational sustainability. A leaders encounter many conflicting situations where he can lose self-control and temper, resulting in disorganization. The author has described organizational behavior by evaluating traditional attitudes of leaders at workplace. The behavior of leader has direct influence on employees motivation. A leader who is frustrated is more likely to exhibit his anger which can undermine self-respect of employees and discourage them from utilizing their full potential. The author has identified emotional intelligence as an essential attribute of leader’s personality. By changing leadership the firm can retain employees for a long duration that will benefit organization.

Emotional intelligence is important organizational behavior because it promote positive work attitude and is linked to improved relationship between the leader and employees. The focus of the article is on enhancing emotional intelligence by lowering aggression and controlling frustration in stressful situations (Johnson, 2016). The important aspects of organizational change are identified in the article that include leading change initiative. The author explains that the leaders must accept the responsibility of transforming their behaviors for improving their role in organizations. They would realize that by changing their attitude they could motivate employees for reaching full potential. Organizational change based on this idea of building emotional intelligence require a culture where group of change leaders is created. Passionate organizational vision is essential for promoting emotional intelligence among leaders. This principle suggests that the leaders must establish emotional connectivity with the goals that will encourage them to exhibit positive attitude. They will realize the need for examining their emotional intelligence and work to improve it. The organization plays significant role in building emotional intelligence such as by developing a reward system. The managers who manage stress and control frustration can be rewarded for encouraging them to continue such behaviors. This organizational change can also be attained by empowering everyone in the firm. This means that all people are provided support and awareness about raising emotional intelligence. Strategies can be taught such as cultural competency for handling conflicting situations. Celebrating positive results such as high productivity can promote other leaders also to build emotional intelligence. Organizations can integrate this strategy for hiring best people. The focus must be on choosing people that are capable of controlling stressful situations and have competency of controlling negative emotions.

Emotional intelligence is important organizational change because it is linked to the performance of employees. By teaching strategies of controlling stress and avoiding anger, the employees can give their best. This will also eliminate negative attitudes that could undermine productivity and organizational efficiency (Anuradha, 2016). These principles are important for organization who are operating in modern age because leaders are facing challenges in competitive markets. This concept is also important because it focuses on leader’s accountability.

The article has emphasized on some business concepts that I covered in the course such as leadership, organizational change, employees’ management and managing conflict. The article provides strategy of dealing with the people’s problem at organizations. Leadership states that they leader must possess appropriate personality traits that allow them to handle conflicting situations and complex problems. Emotional intelligence has positive influence in managing stress and helping employees to exhibit self-control that leads to enhanced performance.

Reference

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