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**Human Resource Frame**

 According to human resource frame, the characteristics of an effective leader are that he caters to the need and demands of his people, followers or employees (Bolman & Deal, 2017). The skills of such a leader are enhanced in communicating with his subordinates. He is seen as a symbol of unity and help regarding all the matters related to the needs and wants of his employees. They are self-managing, promote teamwork and teambuilding, and they are effectively involved in the task of their teams. The process involves them being supportive and empowering to be effective leaders. These attributes make a leader of the human resource frame be successful.

 The leadership approach is effective when the leader of the human resource frame acting as a servant or catalyst, such that catering to the needs of his employees by giving them encouragement and support. The ineffective leadership approach regarding this framework is when the leader is weak, and it gets easily overcome or pushover by his employees. This way the leadership is affected badly, and it is of no use o productivity to the organization. This situation frequently occurs in the scenario where the leader's leniency and support are taken for granted and easy.

 Human resource framework is the effective approach towards leadership as it gives a full supportive hand to the employees and their concerns are managed easily. This is a valuable look at the leadership because the employees when feeling empowered and supported by their leaders they become more productive due to the relaxed state of organization and mind (Girma, 2016). A bossy or unsupportive leader does not bring out the best in the employees; in fact, he suppresses the practical side. Whereas, a compassionate and helpful leader will bring out the best in his employees thus increasing to the revenue of the company.

**References**

Bolman, L. G., & Deal, T. E. (2017). *Reframing organizations: Artistry, choice, and leadership*. John Wiley & Sons.

Girma, S. (2016). The relationship between leadership style, job satisfaction and culture of the organization. *International Journal of Applied Research*, *2*(4), 35-45.