Name of Student

Name of Professor

Name of Class

Day Month Year

**Effective Ways to Become a Good Leader**

Leadership is vigorous, and upright leaders can be difficult to find. A new survey published in 2018, stated the fact that only 14 % of the CEOs consider that they have the true talent of leadership and they require to accomplish their plan. Global Leadership Forecast 2018, proclaimed that C-level executives stay up at night because of the need to generate next-generation leaders, and failure to entice and maintain the best talent, which grants a chance for anybody who has ever dreamed about becoming a leader in any field in their association. Two different approaches are discussed to become an effective leader. Both the approaches consider different aspects and qualities that are necessary to become a good leader In the essay these two approaches will be looked into detail, and a comparison will be made between the two followed by the evaluation and effectiveness of one over the other.

The first approach focusses on developing a global mindset. Companies like Ernst & Young and McKinsey conducted a poll, and the results showed that these they lagged behind in the global awareness and knowledge that is generally called a global mindset. This term was first used by the Global Project in the year 2010 when the research was conducted on the topic of what, how, and why a leader can turn out to be prosperous in the transnational terms. When you have employees you need to have them from all the corners of the world, and also in different regions. It does not matter that your team is local or its from the diversified background, you have to become practical at working with the people from a diverse background. A test unique in its nature was developed by the Global Project, namely The Global Mindset inventory. It aimed at testing the capability of the leader at work in different cultures and countries. The evaluated categories of the test are following; intellectual capital, social capital, and psychological capital. Intellectual capital is about the solid understanding and expertise in societal, governmental, and legal sides of a specific setting. Social capital is about practice and "soft" talents in negotiation and intercultural communication. The last one psychological capital is the concern and longing to work across obscurity and readiness to discover the new. In the present era, no leader work only at a single place or with only people of one culture. This approach seems to be quite reasonable, however, there is another way that leads to becoming a leader, and that is to be a great people manager. It may sound easy but it actually is not that easy. The truth is that out of all the managers only 45% take the training to be one. The general trend that is followed is that the ones that are doing great at their jobs are promoted to the post of management. Though they get promoted yet it does not mean that they are necessarily skilled managers. It is important to learn how to work as an individual and fulfill your individual responsibilities and be the manager at the same time as well. The balance needs to be kept between both jobs. The essential qualities that are needed by a good manager are being able to give critical feedback and to teach the employees particular skills. Seeking out the management course lets people help to groom their abilities and to develop the qualities that are essential for a leader. The two approaches focus on different dimensions that show the way to become a leader, the first approach is more focused on interpersonal skills, and the adaptability of the person. While the second process to become a leader is more concerned with the managing skills of a person. No doubt that the leader is supposed to manage the employees or the people under him, but he also needs to know how to deal with the people of different cultural and social backgrounds. A good leader is supposed to be adaptable to work with different people of diverse background and the people and at different places and regions. On the other hand, managing is the core of leading and the importance of this feature cannot be denied.

Both the processes are showing the way to become a good leader, however, the one that sounds more effective is the first approach. The reason is that the one who aspires to become a leader is supposed to be adaptive and he needs to be the leader in any atmosphere and situation and he must have the ability to lead the people from different areas and background.

Works Cited

Walls, J. (2006). The Glass Castle. Perfection Learning (1856)

The Glass Castle Summary. https://www.shmoop.com/the-glass-castle/summary.html. Accessed 15 Apr. 2019

The Glass Castle: A Memoir - ProQuest. https://search.proquest.com/openview/d32376b401b5e59c361719ed1258e3cf/1?pq-origsite=gscholar&cbl=41008.