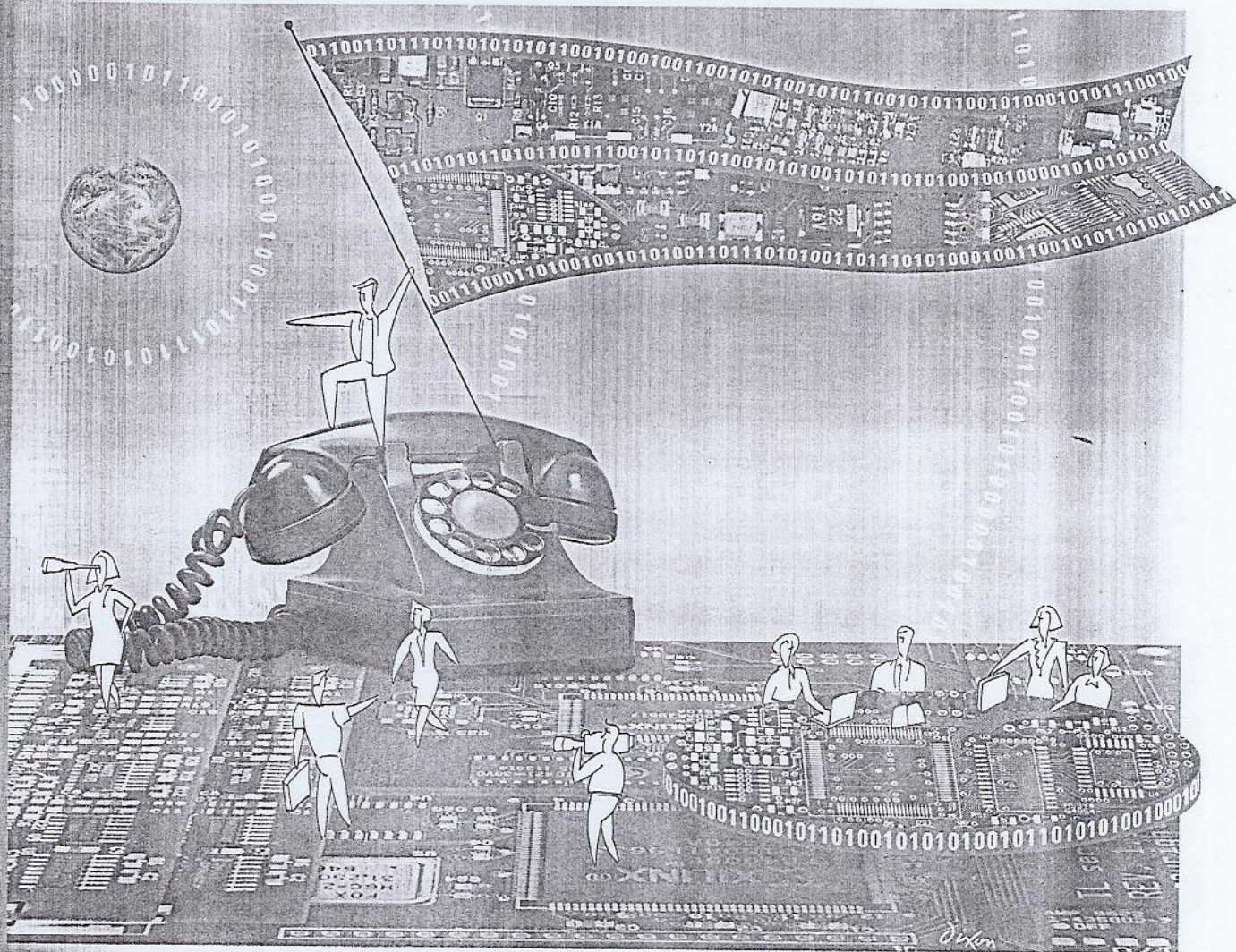


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This Issue: Management and Leadership Issues



by Dipak Parmar

## The Challenge of Leadership

Above all the leader is expected to lead by example. How many of these recommendations can you apply to your leadership style?

### Define the Target/Goal

A team is a collection of individuals doing different things but with a common purpose. The team must know what target is to be achieved and what is expected from it. Having a clearly defined enemy works as a rallying point for the team, even if the enemy is just a deadline.

### Think Like a Team

Put the team first. If there is conflict between individual interest and team interest, the leader always sacrifices self-interest for the good of the team and requires team members to do the same.

At the same time, an effective leader provides support for individual members as well as the team. A leader is confident but not arrogant, not afraid to point out mistakes as they occur, but careful to do so with respect.

However strong and passionate a quarterback is, he cannot win a game by himself. Football is a team game. So is business. Individual brilliance means a lot, but an average group filled with team spirit and playing with passion can overcome a group of talented, experienced, but undermotivated individuals.

If each person perceives that he or she is an important part of the team, the team can achieve much more than the sum of its individual members. Just as the hand consists of a thumb and four fingers, a team consists of different individuals. The objective is to make them work together like a fist.

### Accept and Work with Diversity

Be objective and unbiased. Convey your high expectations for everyone and your confidence that you will be successful.

### Convert Negative Energies to Constructive Forces

Don't allow frustration to overwhelm you, whether it's yours or someone else's. Attitude is everything. Everyone faces problems; a leader

regards a problem as a challenge, an opportunity for learning and innovation.

### Take Risks

When you want to make your dream come true, you must take risks. A dream is a vision. To dream is to imagine a different future. A leader not only dreams big but also puts in place a strategy to make the dream a reality. To make things happen the way you want, you have to envision the future, paint a picture for others of what you want to achieve, and be willing to put yourself on the line.

### Learn to Face Opposition

When a leader knows he is right, he faces his critics with courage, usually winning their support in the end. Before giving up and accepting what is perhaps a lesser decision, the leader will speak up—but he must be fighting for the right issue, and not just against an individual.

### Make the Best of Limited Resources

Maximum utilization of available resources is just good policy today. When there are constraints, the situation demands more of you and forces you to be more imaginative, creative, and innovative. That's not a bad thing.

### Face the Challenges

A strong leader does not dwell on the setbacks but rather looks for a way around obstacles and moves on. Flexibility is an asset.

A leader has been described as one who can have a vision, explain it to others, and influence them to follow his or her path to it. This is a simple concept, but often difficult to achieve. Becoming a successful leader is a demanding journey that always ends in growth for those who undertake it.



Dipak Parmar is a freelance writer who lives in India. Reach him at [dparmartutor@rediffmail.com](mailto:dparmartutor@rediffmail.com).