

SAILING WITH THE SCHOOL LEADERS

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Ronald Reagan once said that the greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things (McKinney, 2011).

Leaders act as the captain of the ship, ensuring that all passengers arrive safely at their destination. The ship may face difficulties, turbulence, and disasters along the way. On the other hand, there may be times when the journey is smooth and peaceful. The journey could be comparable to how leaders care for a herd of people with a central mission even when problems arise. It will take a crew of motivated sailors – members of the organization – to complete the journey. Leaders show the way and motivate staff in following it by empowering and engaging them. In other words, motivating employees is an important leadership task because motivation converts an employee's knowledge, skills, and abilities into actual work behavior and job performance (Van Der Wagen, 2020) needed in achieving the organization's goal as its destination.

From a leadership standpoint, the abundance of established theories can be a real asset because it allows for the compilation of a comprehensive set of "tools" to positively influence employee motivation. These theories propose a variety of leadership interventions to boost motivation. Feedback is seen as essential in goal-setting, along with difficult goals, because it allows employees to gauge their progress and adjust effort, persistence, and task strategies accordingly.

Going back to different leadership styles, this task is associated with Transformational Leadership. In a study conducted by Abdullah et al., (2018), The

transformational leadership of principals and the motivation of teachers demonstrated a positive and significant relationship. The transformational leader can create a 'self-engagement' of value-sharing that motivates the school community to support the vision. This transformational approach to leadership is based on encouraging and motivating followers to play a role in shaping an organization's successful future. This frequently includes defining a group's common purpose—a concept rooted in an organization's official "vision" and "mission," two aspects leaders use to help define and outline goals. Motivation will act as the boat's rudder, keeping everyone on course. Regardless of how much they will receive, it is more important that they are determined and willed to achieve the organization's goal. It is linked to how satisfied an employee is with the institution (Pancasila et al., 2020).

The desire to bring out the best among the employee may take the turbulent part of the journey. With individual needs and priorities, varying motivational factors may arise among them. This calls for a strategic and creative leadership. According to Van Der Wagen (2020), motivating others is a difficult task. Goals and feedback, expectancy beliefs and incentives, work design and autonomy, and many other people and job factors all play a significant role in motivating employees. Because employees differ in the relative importance, they place on each of these factors; what motivates one employee may not motivate another. At the same time, leaders are expected to show individualized consideration for their employees in order to motivate them in the best way possible, according to modern leadership models.

The captain cannot complete the journey alone, but the instructions given by this individual are critical as the ship travels along the vast expanse of the body of water. Some members of the crew may be assigned to laborious tasks, while others are responsible for the safekeeping of tools and equipment. Some may have been assigned to work on the engine, while others may have been detailed in the kitchen. At the end of the day, no work will be found to be less significant from the other. Employees may have all

the knowledge in the world, but unless they are motivated, it is unlikely that they will reach their full potential. When people are motivated, however, work appears to be simple. Therefore, everyone must be equated with their desire to continue working not only for their own benefit, but also for the benefit of the entire organization. Motivated people have a positive attitude, they're enthusiastic about what they're doing, and they know they're putting their time and effort into something worthwhile. In short, motivated employees enjoy and excel at their jobs.

Bringing out the best for each individual in the organization will not only lead to success, but will also leave a legacy of a very good leader and a competent captain of the ship.

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