

ORGANIZATIONAL LEADERS AS SOURCE OF WORKPLACE MOTIVATION

by:

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Every individual, while having different idiosyncratic behavior and different unique approaches to their work, can still be heavily influenced by managers depending on their capacity to handle different types of personalities and the amount of inspiration and motivation they give to them. There are plenty of managers in history that can be a great example of this, being able to change horrid work environments left by their previous managers to a successful workplace where every employee performs on an exceptional level, which is a byproduct of the influential work ethic shown by the new management.

Having the right person in a leadership position in an organization is, for me, one of the greatest contributing factors on the success of not only the company, but also each and every one within it. True leadership only exists if people follow when they would otherwise have the freedom to not follow. This statement is already enough to show how an effective leader can change the work ethic of an individual. While it may take time, a manager that shows a good example to the people they are handling will definitely inspire them, eventually leading to the emulation of the excellent approach of their leader. A manager who gives a balance of positive and critical feedback to each of their employees is a subconscious way of making their people feel that they care for them, that you are concerned with their own growth. And normally, when people feel that someone is showing care to them, in work or other aspects in life, they reciprocate it with equivalent (and sometimes greater) action. A good leader assumes that people from all walks of life and background can perform at high levels and that, deep down, they want to, they just need the proper push and enough inspiration to be able to do it. Putting them

in the right position no matter what their personality is will make them more productive than usual. The best managers know that people on the shop floor, in the field, or in the lab are just as important to listen to as other people with higher positions. (Collins & Lazier, 2020)

References:

Collins and Lazier (2020). Beyond Entrepreneurship 2.0, Chapter 3 page 38 to 39