

AUTHENTIC LEADERSHIP SKILLS OF SCHOOL HEADS

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The foundation of authentic leadership is the idea that a leader may demonstrate their legitimacy by developing genuine connections with their followers and valuing their opinions. This can be seen in various business scenarios, such as a leader seeking feedback from their team on a new project or a manager openly discussing the company's challenges and inviting solutions. Since they value their contribution to the organization's success, real leaders urge their followers to be more forthcoming. Their leadership style enhances both team and individual performance. People who uphold high standards of integrity, accept accountability for their actions, and base their decisions on principles rather than immediate success are examples of authentic leaders. They create welcoming work cultures and improve team performance by using their inner compasses to guide their everyday actions, which helps them gain the trust of their peers, shareholders, and employees (Gavin, 2019). Authentic leadership is one style of leadership that places a high value on transparency, sincerity, and honesty. Authentic leaders create genuine connections with their staff by encouraging trust and cultivating a healthy work atmosphere. A long-term focus on organizational objectives and the capacity to motivate others to achieve are hallmarks of authentic leadership (Indeed Editorial Team, 2024).

Authentic leadership fosters a creative, cooperative work atmosphere through honest, open interactions. While inauthenticity might make people doubt their credibility and be less willing to collaborate, trust and authenticity can encourage an inventive mentality within the company. However, practicing authentic leadership is not without its challenges. For instance, it can be difficult to balance transparency with the need for confidentiality in certain business situations. Passion and willingness to grow and learn

are vital to developing a leadership image. In light of this, think about how the desired image differs from what others perceive. The intense drive to uphold a particular image is a significant barrier to authenticity. It is possible that the definition of "leader" or "executive" is more restrictive than it has to be. A more robust indicator of effective leadership is displaying individuality and humanity; therefore, try to let go of the strict guidelines or expectations about how they should look. Increasing awareness of the present leadership brand and image has a significant impact. However, get a clear, accurate representation of the current image before adjusting. Spend some time figuring out how and why people see things—ask supervisors, coworkers, and direct reports for their opinions and consult significant others, friends, and kids. These viewpoints will help us understand how those around us interpret our actions and words (Center of Creative Leadership, 2024).

Authentic leadership is not just a style but a way of life. It makes a positive impact beyond the office by being accurate, leading with integrity, and inspiring others to do the same. The essence of authentic leadership is embracing authenticity, leading with purpose, and watching as we inspire those around us to achieve tremendous success and fulfillment. It encourages them to reflect on their leadership style and consider how to incorporate more authentic leadership practices into daily interactions.

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