

ROLE OF LEADERSHIP AND DEVELOPMENT TOWARDS TEAM BUILDING

Hina Munir*

Assistant Professor, Department of Educational Leadership and Policy Studies
University of Education, Lahore, Pakistan
hina.munir@ue.edu.pk

Qudsia Fatima

Assistant Professor, University of Education, Lahore
qudsia.fatima@ue.edu.pk

ABSTRACT

The cooperative association among teamwork and leadership cannot be overemphasized. In an increasingly knowledge-intensive world, the most effective leaders can face failure if the teams they lead fall short of their goals and get distract. In fact, without effective and intelligent leadership, a team can be a mess. There has been much debate about the leadership style and characteristics that make him perform as optimal team. Similarly, the components of highly effective teams have been studied and copied. Of course, leadership and teamwork cannot exist without each other. Achieving optimal organizational performance for successful results must be balanced, coordinated and teamed. Therefore, this paper reviews the best practices that enable the optimal balance of leadership and teamwork for success in a competitive environment. This article reviews the best practices that enable the optimal balance of leadership and teamwork for success in a competitive environment. The research methodology of my study was quantitative in nature. I have selected the head teachers of private schools for the collection of data of my study. 50 head teachers of private school near model town were selected by convenient sampling to collect my data. The results of my study were that there is a great role of Head Teachers as a leader to build a team in schools for a good working of the organization or workplace.

Keywords: Leadership development, team building, organizational, cooperative relationship, leadership and teamwork

INTRODUCTION

Leadership development is described as increasing the collective capacity of organizational participants to have interaction correctly in management roles and approaches. Leadership roles refer to those that include and without formal authority, while management improvement makes a specialty of overall performance in formal managerial roles. Leadership is important in group constructing due to the fact the chief leads the group. Leaders decide the course of a collection via no longer only directing people however also by means of informing collective movement.

The word "team" has come to the fore and is taken in large part from sports to mean "to face on one facet and unite". However, you recognize that your group's duties are converting and need extra attention. Previously, "crew" changed into synonymous with effectively self-reliant operating businesses. Team building is the act of meaningfully connecting teammates in a way that improves group overall performance and morale. Leaders normally form the procedure with the aid of assessing the team's strengths and weaknesses and planning sports to improve the dynamics of the organization. Understanding team personalities, talents, and interactions allows leaders make smart choices that pressure organizational goals.

Teammates loose leaders by way of taking over duties together with delegation and morale control. This is how groups become tools of leadership, and all gear require unique interest. By constructing and enhancing team abilities, leaders bring together the proper toolkit to accomplish any task. Team constructing depends at the cooperation of all institution participants, but the function of the leader is especially essential. An excellent chief fosters teamwork and units an appropriate

* Corresponding Author

behavior for the group. This person assesses the team's skills, consciously builds relationships, and develops skills to release the institution's genuine potential. Smart leaders recognize that passionate, effective employees can aid every other and their corporation by using working difficult to bolster their teams. Leaders create an environment in which the group can grow. In addition to coaching people, the leader applies her best practices in team building her and bureaucracy the group right into a cohesive unit. Leader team constructing duties consist of:

- Build teams
- Set desires and expectancies
- Assign roles and responsibilities
- Plan and lead crew-building sports
- Resolve conflicts
- Develop relationships and believe
- Monitor, hold, and growth morale
- Facilitate communication
- Progress and boom Evaluate
- Maintaining Focus Creating and Maintaining Group Identity

One of the maximum vital components of crew management is the capacity to evaluate a crew and become aware of regions for increase. Effective leaders and management skills are important to any organization. You can construct robust groups inside your business enterprise and ensure the achievement of tasks, tasks, and other work features. Good leadership is continually contagious and by no means fails to inspire teammates and associates to apply fine management features to their work. While group constructing relies upon at the cooperation of all organization participants, the position of a leader is particularly essential. A top chief promotes teamwork and models ideal behavior for the crew. This man or woman assesses the crew's abilities and attracts out the institution's true capacity by means of consciously constructing relationships and sprucing talents.

A smart chief is aware of that installing effort to bolster groups can pay off inside the form of passionate and efficient employees that assist every other and the organization. The leader creates environments in which teams can thrive.

Rationale of the Study

This study's goal was to examine how leadership development affects team building. This study gives some perceived advantages and disadvantages of attempted team-building methods that can support a positive work situation and work satisfaction both within and beyond the business by gathering and examining the various points of view and learning styles. Activities for team development give participants practical experiences that give them the confidence to contribute to group objectives. This study may assist all school districts, colleges, or other workplaces.

REVIEW OF LITERATURE

Building the capacity for human organisations to overcome problems that couldn't have been expected or to survive the collapse of traditional organizational structures and the ensuing loss of experience-making is a key component of leadership development (Weick, 1993). In this view, the notion of capability is similar to the idea of cognitive and behavioral complexity in that it is believed that expanded capability promotes greater character and collective flexibility in a variety of events (Hooijberg, 1999). A strategy for leadership development is more focused on enhancing capacity in anticipation of unforeseen difficult situations (i.e. development). The need for management development seems to be at an all-time high. Results from the study showing the increased focus on and resources allocated to leadership development are one sign of this interest (The Conference Board, 1999).

Several books and book chapters have recently been written on various aspects of management development. But there must be a distinction between key growth and board of management. The two fields' literatures are similar and do cross across, but there are also a number of significant distinctions. Similar to how control and leadership are different (but related) concepts (Yukl, 1998), each concept's advancement has clear focal points. In order to improve your overall performance in control jobs, management development frequently incorporates management training and education (Latham, 1998), with just a focus on obtaining certain kinds of information, knowledge,

and abilities (Bewdley, 1994). The usefulness of tried-and-true solutions to acknowledged issues is another function of control development, and this provides it with a focus on education in particular.

The team's driving force is the chief. While team members can actively participate in building connections, setting objectives, and assigning tasks, the leaders serves as the most crucial element in the process. A good crew is varied, with each person bringing their own opinions and life experiences to the table. These unique viewpoints can enhance and broaden the system for making decisions. As team members are often obviously similar, disagreements can cause talks to become drawn out. Managers have the power to choose a course of action and to direct such issues. The leadership has the last say, but everyone in the group is allowed to speak. Without this key element, the group's growth moves more slowly. The captain ensures that everyone on his team is moving in the same direction and is following the same plan. The attitude and operating style of an organization are greatly influenced by its leaders, who also set the tone for operations. Teams can become irritated and dysfunctional when their leaders are demanding, disorganized, or unreliable. On the other side, teams with diligent and ambitious members may be produced by open, adaptable, and hardworking leaders. Our researchers reach the same conclusion as independent studies from the Policy Center, Bersin with the help of Deloitte, human resource experts McBassi & Associates, and others. One of the most pressing concerns affecting organisations today is leadership development. Why is the development of leaders so important? (Seibert, 1992). Because it is a great chance for companies to improve their enterprise's competitiveness. No longer is leadership viewed as a single endeavour. A style of leadership that has grown in popularity is distributed leadership, a paradigm that has its roots in education. Particularly considering how many modern organisations are too large and complex to be run by a single executive. Even while lone warriors typically adopt a comparable autonomous attitude, leaders that value collaboration push their staff to collaborate. The leader instils recognition and collaboration in the team by placing a high priority on organizational harmony and performance. First and foremost, leaders ensure that every team member has the skills necessary for success and is aware of the objectives of the group.

To enhance and safeguard their human resource, organisations invest heavily in employee training and development (Lepak, 1999). When it comes to leader development, the focus is typically on human-based expertise, competencies, and abilities connected to formal leadership responsibilities. These acquired skills enable people to think and behave in novel ways (Coleman, 1988). Chief development results in relation to functional finance for human capital in this manner. The encompassing improvement method places the most focus on developing the intrapersonal competence necessary to create an accurate model of oneself in order to cooperate in good mentality and identification improvement and to use that personality to perform well (Gardner, 1993). Examples of the type of intrapersonal competence connected to endeavours to develop leadership include personality (e.g., emotional concentration, personality), self-law (e.g., mental fortitude, dependability, flexibility), and ego (e.g., obligation, initiative, confidence). Teamwork is a cautious effort; Good leaders know that it is not a thing that happens by itself. Instead of assuming that teams would spontaneously form, savvy leaders take deliberate initiative (Manz, 1989). Through being conscious of the desires of the group, leaders may design crew-building activities that are both effective and useful. Instead of really providing orders, a great chief empowers staff and encourages everyone to assume responsibility for their task.

At least from a classic, individual management perspective, these talents contribute to improved individual knowledge, belief, and personal energy, which have been regarded as the core management implications (Zand, 1997). Effective leaders look to others for managerial expertise. By fostering the leadership abilities of your team members, you can create an environment that assures the long-term success of your group. Team building is crucial for both the instant know-how of the team's actions and the resulting group building, interaction, and bonding. The means to achieve that goal are the team building exercises (Dee, 2007). Many businesses see administration as a source of competitive edge and concentrate in its development (McCall, 1998).

The number of current courses on the subject is another sign of the growing interest in management development. The Institute for Innovative Leadership Manual of Leadership Training (McCauley, 1998), which compiles the majority of what Center scientists and shoes have discovered about management advancement over the past 30 years, is one of the best fantastic products. A key factor in improving employee communication, interaction, and productivity is team building. By

enhancing each other's interactions and collaboration, people working in groups can stimulate invention. Among the several goals that may be attained through group-building treatments include strengthening problem-solving skills, agreement, leadership qualities, and communication (Mazany, 2002).

French and Raven discuss the various ways that leaders might generate energy, including both traditional and contemporary approaches to leadership. If the boss have professional qualifications, it is very helpful among them. People respect and trust these leaders because they are experts in their fields (Benshoff, 2002). You should be heard and seen because you are honest. This makes it much easier for those managers to inspire and encourage their teams.

Activities that promote institutional cohesiveness urge participants to share responsibilities and address problems together (Glass, 2002). In the current professional setting, leaders are giving their workforce members more group plans in an effort to develop their knowledge and abilities (Hartenian, 2003). Growing teams and offering them the chance to collaborate on projects may encourage workers. By enhancing them at work, they can also progress in talents and abilities.

In fact, activities related to the group constructing method are the first-class way to communicate and train personnel how to inspire and inspire team members. Simply put, leadership is essential in group building due to the fact the leader leads the team. Groups still frequently employ classroom software as a method of collective team development. According to a 1995 poll funded by American Association of Learning and Development, 85% of organisations that participate in leadership training activities employ traditional classroom programme. However, many organisations are realizing that such programs are insufficient. Classroom programme suffer from a variety of restrictions, including difficult transfer of learning requirements and high start-up costs. The real movement is toward understanding and successfully applying leadership development within the context of the artwork itself. At both the corporate and educational levels, there has been significant change in attitudes toward leadership. Pinnacle-down authoritarian leadership is now universally acknowledged to be far less relevant to modern firms, which must contend with fast change and struggle to survive in a fiercely competitive and more global economy.

Research Objectives

The purpose of this study was to investigate leadership and team building. The goals of research activities are as follows:

- To determine the components of Leadership Development in Team Building
- To examine the current status and desirable conditions for Team Building Leadership skills
- To determine the impact of strong team relationships and their effect on Work-related Outcomes

Research Questions

Following were the Research questions of my study:

1. What are the components of Team Building Leadership Skills?
2. Is desirable conditions are necessary for Team Building in Leadership Development?
3. Is there any impact of Team Building in Leadership development to attain the Work-related Outcomes?

RESEARCH METHODOLOGY

The Quantitative research and descriptive method was used for this study. In quantitative research, we explore knowledge and get results in numerical form from a group of persons by using different instruments.

Population

The population of this study was the Head Teachers (leaders) of Private schools in Lahore.

Sample

50 Head Teachers (leaders) of 10 different Private Schools near Model Town were selected. Convenient sampling technique was used, as it was the most suitable method of collecting data considering resource limitations.

Research Instrument

Questionnaire is used for collection of data for this study. Five point Likert scale is used in the questionnaire. There are total thirty-two items in questionnaire.

Data Collection

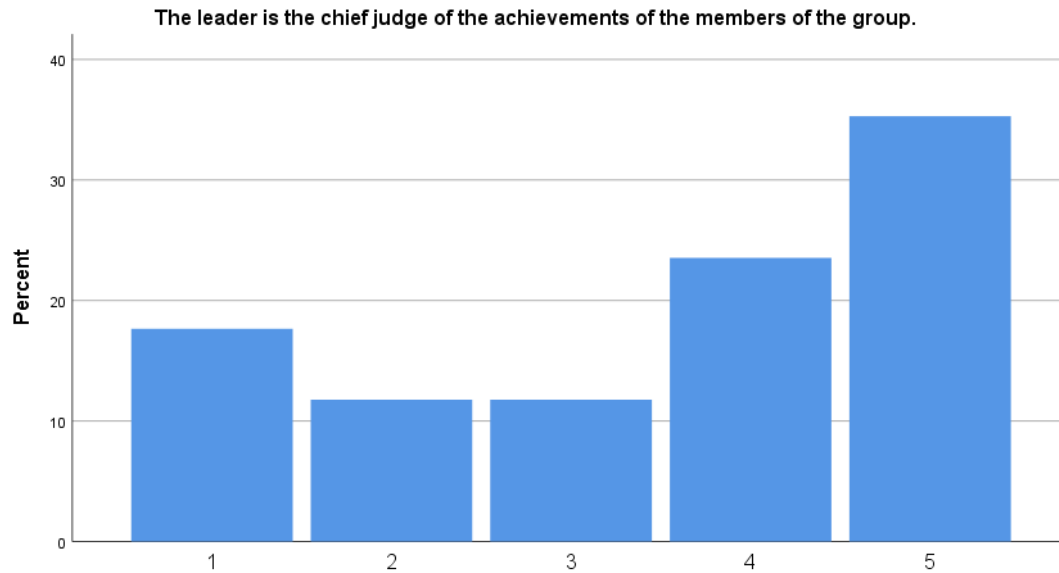
Questionnaire was distributed among selected sample. They were assured that the data will be kept confidential and not be used for any other purpose except this study.

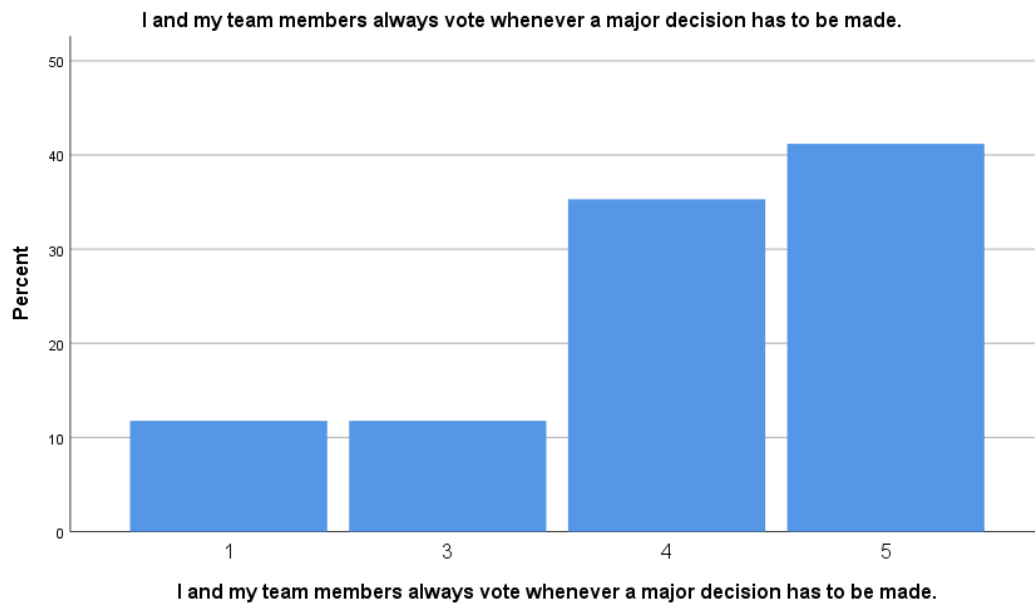
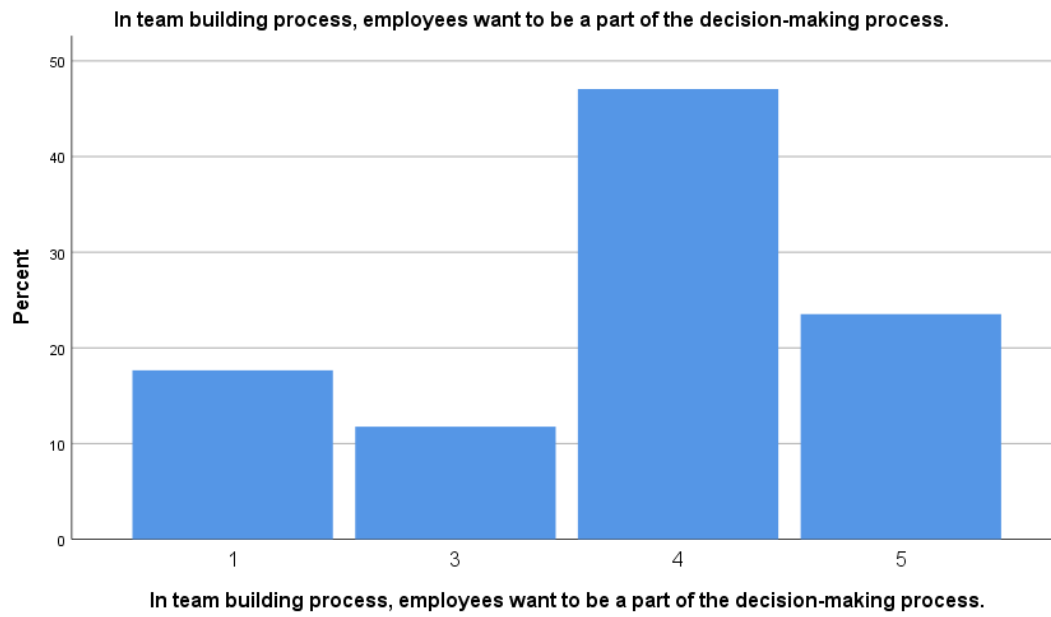
Data Analysis

After collecting the data, it was analyzed by SPSS software. Bar Charts were generated after analyzing frequency of questionnaire items.

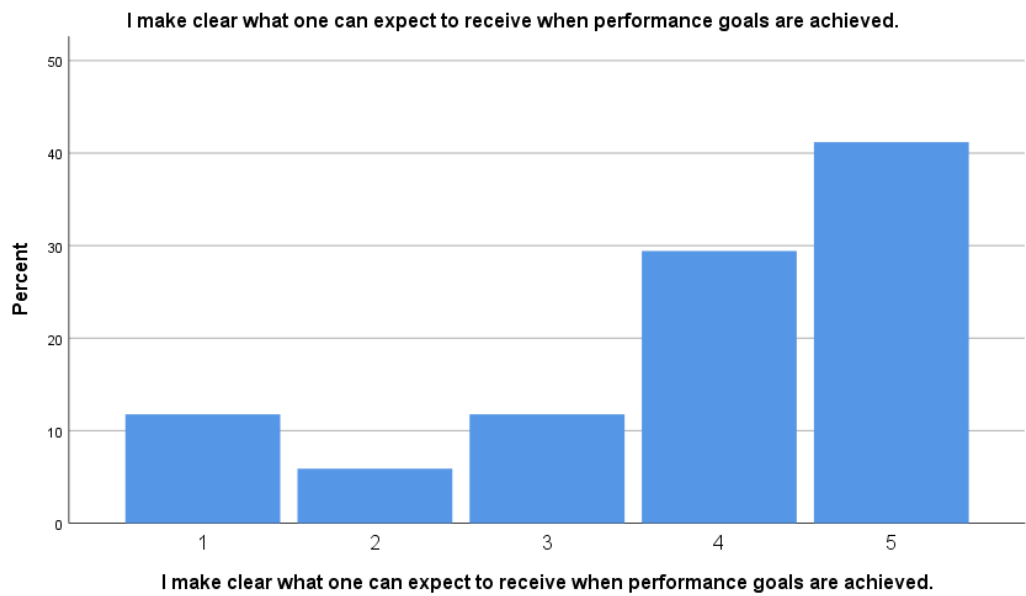
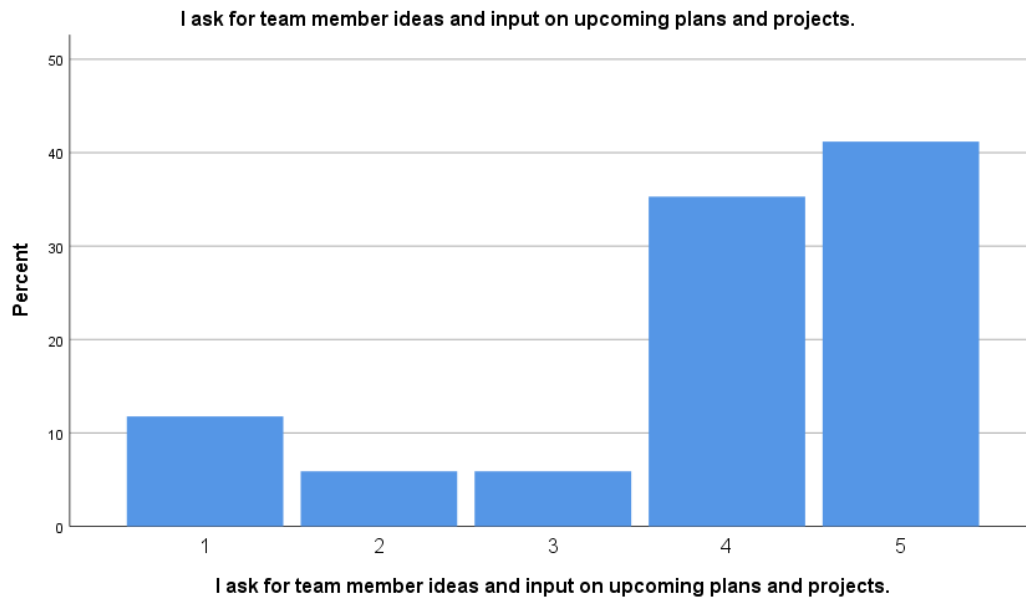
Leadership and Teambuilding on Employee Motivation

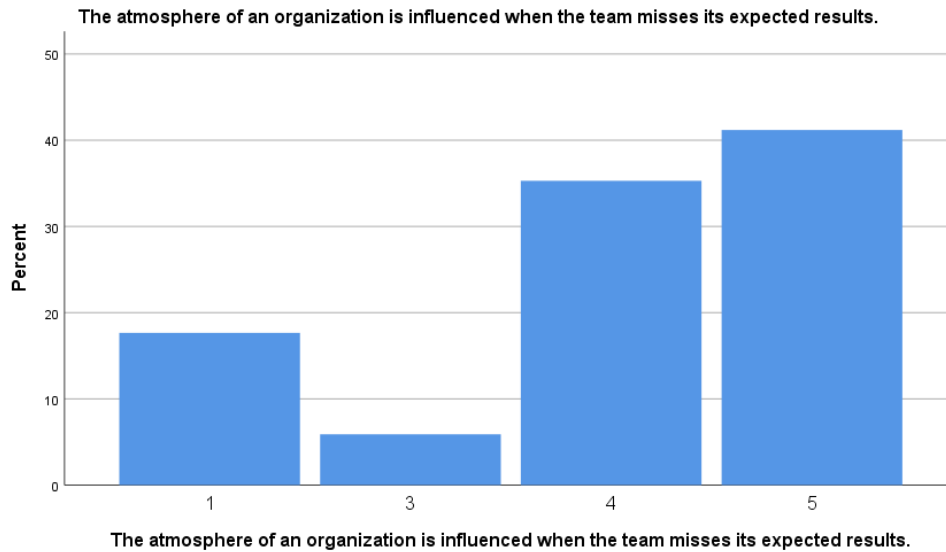
The graphical representation of my collected data through questionnaire is as follows:





Role of Leadership and Development towards Team Building





These all graphs show that all individuals have to actively participate in every pastime for team building to be effective. If a rule might be installed on the time of team advent, that might guarantee the participation of all group individuals, which could ultimately make a contribution to the success of the corporation and the achievement of its desires. If your team building system is primarily based on a sequence of meetings, all team contributors need to attend every assembly. In all team constructing processes, each team member should be handled with appreciate by using different members. Where appropriate, every team member should learn a way to appreciate each different. Define roles and duties for every group and team member so that all members are inside the equal folio of the system. The significance of team building can't be ignored. It is an essential and effective tool for motivating personnel within an employer's departments. Teamwork is the key to achievement in increasing commercial enterprise productivity whilst there may be a hard work scarcity. All worker engagement should be based totally on collective intellectual processes, instead on individualism. The technique of building an effective team has to start with the intention that team building efforts must align with organizational desires.

RESULTS

- 35.3% head teachers were strongly agreed that the leader is the chief judge of the achievements of the members of the group.
- 23.5% head teachers were agreed that the leader is the chief judge of the achievements of the members of the group.
- 29.4% head teachers were strongly agreed that the effective leaders give orders and clarifying procedures to their team members.
- 29.4% head teachers were agreed that the effective leaders give orders and clarifying procedures to their team members.
- 23.5% head teachers were strongly agreed that in team building process, employees want to be a part of the discussion-making process.
- 47.1% head teachers were agreed that in team building process, employees want to be a part of the discussion-making process.
- 41.2% head teachers were strongly agreed that they and their team members always vote whenever a major decision has to be made.
- 36.3% head teachers were agreed that they and their team members always vote whenever a major decision has to be made.
- 41.2% head teachers were strongly agreed that they ask for team members' ideas and input on upcoming plans and projects.
- 36.3% head teachers were agreed that they ask for team members' ideas and input on upcoming plans and projects.
- 41.2% head teachers were strongly agreed that they make clear what one can expect to receive when performance goals are achieved.

- 29.4% head teachers were agreed that they make clear what one can expect to receive when performance goals are achieved.
- 41.2% head teachers were strongly agreed that the atmosphere of an organization is influenced when the team misses its expected results.
- 36.3% head teachers were agreed that the atmosphere of an organization is influenced when the team misses its expected results.

CONCLUSIONS

From the above data collected and interpretation indicates that a single mind may not be able to make decisions on its very own. Also, you want the help and steerage of others to complete the task in the favored time. In a crew, each member contributes to reaching the desires set at their degree. Team members need to stick together to keep away from unnecessary conflicts and misunderstandings. Effective leaders need their corporations to be staffed and staffed by means of those humans with this mind-set. So leaders think it is critical and, as leaders or managers, they want their teams to sense inspired. However, this is a totally complex and hard method, less difficult stated than executed. It is analyzed that team constructing has a important effect on motivation stages. At this stage, it can be said, that some modifications are required to consist of it inside the system. It's a responsibility and a crew member. When he not feels like a member of the group, he ought to leave the team to fulfill the necessary wishes in his own time and continue inside the identical way may be suggested and concluded to be maintained indefinitely. The above factors make sure that group participants are supplied with the nice and most influenced running surroundings, thereby increasing the productiveness of the organization.

Treating your employees to collaborative sports like those is all part of an effective crew building revel in. Leaders can take classes found out for the duration of those sports back into the workplace. Then, they can nurture the verbal exchange and motivation developed there thru their everyday management. In the quit, constructing extraordinary groups will gain all people inside the place of job. Employees could be happier with the paintings they're doing, and leaders can be rewarded for his or her increased productivity.

RECOMMENDATIONS

- Seeing the effect of team building and team leadership development on place of business enthusiasm, HR departments in groups must recall the subsequent measures to enhance usual place of job motivation.
- Human Resources need to set up and conduct management meetings for senior management so that managers can expand leadership abilities in step with their activity needs.
- To enhance teamwork, the team needs to conduct his constructing training every quarter.
- Various crew-building applications should be organized inside and external, the union to sell knowledge between team members.
- Organizations need to have informal discussion corporations for employees to foster expertise between managers and her individuals of the team.

REFERENCES

- Baldwin, L., & Bewdley. (1994). The Role of the Pharmaceutical Industry. *Journal of Nutritional Medicine*, 4(2), 247-249.
- Benshoff, J. M., & Spruill, D. A. (2002). Sabbaticals for counselor educators: Purposes, benefits, and outcomes. *Counselor Education and Supervision*, 42(2), 131-144.
- Coleman, J. S. (1988). Social capital in the creation of human capital. *American journal of sociology*, 94, S95-S120.
- Gan, T. J., Soppitt, A., Maroof, M., El-Moalem, H., Robertson, K. M., Moretti, E., ... & Glass, P. S. (2002). Goal-directed intraoperative fluid administration reduces length of hospital stay after major surgery. *The Journal of the American Society of Anesthesiologists*, 97(4), 820-826.
- Gardner, R. C., & MacIntyre, P. D. (1993). A student's contributions to second-language learning. Part II: Affective variables. *Language teaching*, 26(1), 1-11.
- Hartenian, L. S. (2003). Team member acquisition of team knowledge, skills, and abilities. *Team Performance Management: An International Journal*.

- Hooijberg, J. H., Broxterman, H. J., Kool, M., Assaraf, Y. G., Peters, G. J., Noordhuis, P., ... & Jansen, G. (1999). Antifolate resistance mediated by the multidrug resistance proteins MRP1 and MRP2. *Cancer Research*, 59(11), 2532-2535.
- Masferrer, J. L., Seibert, K., Zweifel, B., & Needleman, P. (1992). Endogenous glucocorticoids regulate an inducible cyclooxygenase enzyme. *Proceedings of the National Academy of Sciences*, 89(9), 3917-3921.
- McCall, M. W. (1998). *High flyers: Developing the next generation of leaders*. Harvard Business Press.
- McCauley, J., Yurk, R. A., Jenckes, M. W., & Ford, D. E. (1998). Inside "Pandora's box" abused women's experiences with clinicians and health services. *Journal of general internal medicine*, 13(8), 549-555.
- Weik, K. E. (2009). The collapse of sensemaking in organizations: The Mann Gulch disaster. *STUDI ORGANIZZATIVI*.
- Yukl, G. (1999). An evaluation of conceptual weaknesses in transformational and charismatic leadership theories. *The leadership quarterly*, 10(2), 285-305.