

A critical analysis of leadership role in high-performing organizations

Benjamin J. Inyang
Afo Ekeng Ekeng-Ita

Department of Business Management
University of Calabar, Calabar, Nigeria

Keywords

Leadership; High Performing Organization; Management; Emotional Intelligent

Abstract

The modern corporate organizations operate in rapidly changing environment, characterized by increased competition, global multinational influences, and demand for growing corporate social responsibilities, technological changes and extreme cost pressures. These present difficult leadership challenges for most companies and the need for corporations to be properly managed to build and sustain high performance. Effective leadership that is pragmatic, flexible, focused and visionary is significant in driving organizations to out-perform their competitors. This paper therefore critically examined leadership role in transforming organizations to high-performing corporate entities. It further highlighted the strategies adopted by leaders to overcome the increasing challenges confronting them. The study adopted a theoretical approach. Data were collected from secondary sources. Documentary analysis was undertaken as well as critical review of the relevant literature. The study finds among others, that leadership touches people personally, elevates their potentials and helps them grow and contribute positively to the organization's achievements. Also, effective leadership ensures that employees have good understanding of the organization's performance expectations and brings out optimum performance from them. Based on these findings, the study recommends the need for organizations to have effective leadership through training and development and motivation to sustain high performance. It further recommends that organizations need focused, proactive and visionary leadership that can drive a critical mass of followership.
