

The characteristics of excellent leaders and their impact on enterprise development

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Abstract. Leaders are of great significance to the development of enterprises, determining the direction and success or failure of enterprise development. Good leaders can be a huge help to the development of a business. This article delves into the characteristics of good leaders, the difference between good leaders and bad leaders, and finds that good leaders are good at listening and talking, and can deeply understand the ideas of employees, so as to better lead the team. The analysis in this article can provide some insights for business management and leaders.

Keywords: Leaders; Characteristics; Good listener; Enlightenment.

1. Introduction

Leadership is a social influence process in which one can obtain the help and support of others in order to achieve objectives (Horner, 1997). Excellent leaders exert their own literacy, ability and command within the organization, rely on their strong influence, convey and penetrate their ideas into the minds of subordinates, and make them act according to their own will .

Everyone can be a leader, but only a few can be great leaders. Whether you're working your way up the company ladder or just starting your business, the path to leadership is never an easy one. It is not difficult to become a leader, but it requires your own efforts to become a good leader.

In my opinion, I do not think that becoming an excellent leader can be attributed to internal sources. Some leaders do not directly contact the people they lead, may naturally lead only in their appearance, conversation and behavior. However, as the direct interaction between leaders and followers increases, these influences tend to weaken. Then there is how leaders interact with their employees, and what decisions they think leaders make. It will be difficult to distinguish between good and bad leaders.

The possible contributions of this paper are mainly reflected in the following two aspects: First, previous analyses of corporate development have often ignored the role of good leaders. This article delves into the qualities of good leaders and provides some new references for understanding business development. Second, this article provides important insights. We have found that good leaders are able to listen to others, have their own opinions, and can propose good strategies for the development of the business.

2. The quality of good leaders

Firstly, a great leader is a problem solver and decision maker who takes everything into account before making decision and usually has a meeting with team members to discuss whether there is a better suggestion before giving instructions. Therefore employees working under such considerate leader as long as the followers follow the leader and learn hard, then their work ability will definitely improve rapidly, and the career will get better and better. With regard to the whole organization or company, this kind of capable person can set a good example and mobilizing the enthusiasm of employees can create better value for the company. Good leaders are not "lonely wanderers." They recognize that an organization's strategy for success requires the combined efforts of many people and that leadership is the catalyst for turning these talents into results.

Secondly, a good leader have innovative thinking. They can provide many creative ideas , in addition, the leader would let the team understand the reason and purpose of the idea, rather than ordering them to do it. The key concept to understand is that a good leader can interact with employees so that they want to listen and be motivated, rather than the leader actually motivating

(controlling) them. Moreover, These leaders are open-minded which will not force employees to work without rest. For instance, the leader organizes the team members to go out for group building together. Therefore, the team members are very united and have a strong sense of goal, and can almost complete the KPI of each month. These outdoor activities not only give people a moment to stop their busy day and but also strengthen the connection between the leader and the employees.

Thirdly, the good leader is forthright that isn't afraid to express their opinion. I think is an essential quality of a good leader. You don't necessary have to be extrovert, but you can't shy away like a shrinking violet when there is controversy and also has compassion for people and supports their staff through thick and thin. This is a key tenant of being a good leader as people will be more inclined to work hard. The employee could absorbing and learning the leader's approach that the ability to lead from the front. Ultimately the buck stops with other people as a leader and you need to take responsibility for your team's performance. People who work around these kind of people feel there is much to admire about the leader's leadership skills. The followers continue to absorb their approach to handling people and feel there is still much to learn from them.

Table 1 Characteristics of good/bad leaders

Good Leader Characteristics	Reason 1 (Leader)	Reason 2 (Follower)	Reason 3 (Organization)
Problem solver and Decision maker	Good leader takes everything into account before making decision and usually has a meeting with team members to discuss whether there is a better suggestion before giving instructions.	The employee meet a super capable leader, as long as you follow your leader and learn hard, then your work ability will definitely improve rapidly, and your career will get better and better	Setting a good example and mobilizing the enthusiasm of employees can create better value for the company.
Innovative Thinking	Providing many creative ideas ,in addition, a good leader would let the team understand the reason and purpose of the idea, rather than ordering them to do it.	Employees can learn a lot of new knowledge from a good leader, and can take them as role models to motivate employees	A good leader has innovative thinking that can improve the efficiency and effectiveness of the company's work to achieve the company's goals more effectively, and leaders play an important role in this.

Forthright	Forthright person that isn't afraid to express his opinion You don't necessarily have to be an extrovert, but you can't shy away like a shrinking violet when there is controversy.	The employee could absorbing and learning the leader's approach that the ability to lead from the front. Ultimately the buck stops with other people as a leader and the employee need to take responsibility for your team's performance.	Act decisively and do not procrastinate, which will improve the execution of the whole company from top to bottom
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Bad Leader Characteristics

	Reason 1	Reason 2	Reason 3
Bad temper	People who are grumpy tend to be emotional, difficult to judge the situation, and difficult to control the overall situation and planning strategies. Such people are easy to go to extremes and will inevitably not make major mistakes	Bad temper bosses insulting employees can indirectly cause employees to lose motivation to work and low employee morale	A person with a grumpy temper is easy to be emotional, but more likely to be emotional. It is difficult to assess the situation, stabilize the overall situation, and plan strategies. In their work, they tend to follow their feelings, and use things according to their feelings, which is easy to cause work mistakes, neglect one thing and lose another, and seriously affect the development of the company.

Exploitation of labor	Employees are often required to work outside of working hours and unreasonable demands are made of staffs. For instance, set ridiculously high sales targets, force you to stay up late and work overtime, or refuse to take annual leave	Seriously damaged the physical and mental health of employees and increased the burden on people	Exploiting labor force by taking advantage of their power will make employees lose confidence in the company and thus lose their labor force, which it is unfavorable to the long-term development of the company
Leaders Execute Power Absence	Some leaders are used to making verbal promises, but when they think about it later, they immediately repent. This action is enough to make the team's execution disappear.	It is impossible to retain outstanding talents. All outstanding talents have strong executive power, and they can't bear the inefficient executive power of the company.	Unable to achieve the set goals, and the company's strategy has not been implemented; The company's market is bound to be affected due to low execution

3. The quality of bad leaders

However,as far as bad leaders are concerned, they are very different from good leaders in terms of ability and morality . There are three obvious characteristics that bad leaders usually have. Firstly, most of the bad leader have same bad temper. These bad leaders tend to be emotional, difficult to judge the situation, and difficult to control the overall situation and planning strategies. Such people are easy to go to extremes and will inevitably not make major mistakes. For example, Bad temper bosses insulting employees can indirectly cause employees to lose motivation to work and low employee morale . In their work, they tend to follow their feelings, and use things according to their feelings, which is easy to cause work mistakes, neglect one thing and lose another, and seriously affect the development of the company.

Secondly,the bad leader who always uses the work authority to exploitation of labor.They frequently ask employees to work in non-working hours and make unreasonable demands on employees. Such as the following, setting absurdly high sales targets, expecting you to pull an all-nighter to work overtime, or repeatedly refusing to take annual leave. In some countries ,many staff are experienced this things.This phenomenon seriously damaged the physical and mental health of employees and increased the burden on people . They exploit labor force by taking advantage of their power will make employees lose confidence in the company and thus lose their trust, which is unfavorable to the long-term development of the corporation.

Thirdly, some bad leaders have little contagious and execute power.For instance,some leaders are used to making verbal promises, but when they think about it later, they immediately repent. This comportment is enough to make the team's execution disappear. Taking the government as an example, the government can make strict laws and regulation that can ensure the effectiveness of the policies set by government. The environmental protection policies made by the authorities to

educate and encourage people to reuse and recycle trash are useless in bringing about positive change unless each individual takes action. If the government punishes and even closes down the factories which cause serious pollution, the air quality will become better. However, some bad leaders didn't have ability to popularize the education about protecting environment to the public. They just mix up positions, and such people do not play the role of leadership role models at all, but will create a bad atmosphere in society.

4. Comparison

Compared with the reason for the description of good leaders and bad leaders. It is obviously a big difference. Successful leaders are emotionally and intellectually oriented towards the future, rather than clinging to the past. They are eager to take responsibility, innovate and initiate. They are not satisfied with what already exists. They want to move forward to create something better. While developing their leadership skills, good leaders inspire and motivate their followers to move forward, never stopping the pace of dreams, no matter how difficult they are. These leaders combine the goals of individual followers, leaders, teams, and organizations to help followers become better versions of themselves. According to research, intelligent leaders score based on providing intellectual motivation, providing positive feedback for good performance, leading by example, and making employees feel like they're contributing to clear team goals.

However, Some bad leaders not only fail to play a leading role, but also use their power for personal gain. For example, some leaders force employees to do their own work during non working hours

5. Two key factors

From my perspective, i believe that communication style and motivation technique are key factors to be a good leader. Concerning with the communication style, listening is also important. Leaders should be good at listening to their followers and pay attention to your body language as they listen, because others will observe what you are doing. When listening, be careful to gather dissent, particularly opposing opinions. If you can't speak freely in public meetings, communicate more privately with your subordinates. This will not cause embarrassment to the employee, which is an implicit way of communication.

With regarding to the way of motivation, I consider that in fact, as long as it is a sincere concern for subordinates, it will have a positive motivating effect. Many times, "alternative" warm communication may be more effective than fanfare praise. Try to publicly praise the employee who has performed well at the regular all-staff meeting, and at the same time introduce his outstanding achievements. The followers who receive this praise tend to have a strong sense of pride and work harder, while staffs who are not praised are not to be outdone. If this situation is really not allowed, it is also highly advisable to express it with actions, casually patting the employee on the shoulder, or giving a heartfelt word of praise, which can make the employee full of energy throughout the day. Therefore whether it is encouraging an employee materially or spiritually, it depends on different people, because everyone thinks differently

6. Conclusion

From what has been discussed above, we may safely draw the conclusion that not only being a good listener, but also was a good conversationalist. they knew how to deliver their ideas and thoughts to people in the easiest and fastest way. not only being a good listener, but also a good conversationalist. They knew how to deliver their ideas and thoughts to people in the easiest and fastest way. Good leaders are very empathetic person as well, I mean, they are the master of empathetic communication. They are also so good at reading/detecting other's emotions and understanding their perspectives. And what kind of skill can really help the team build trust among

each other. understanding their perspectives . Increase trust by treating employees fairly and distributing resources fairly. In a leadership context, trust means that employees expect their leaders to treat them well, and as a result, they are willing to be open and honest with their leaders. (Ouslis, 2019). Employees who believe their leaders treat them fairly, follow fair processes, and involve them in decision-making have a higher level of trust in their leaders (Dirks and Ferrin, 2002).

References

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