



**ORIGINAL RESEARCH PAPER**

**Management**

**TRAVERSING TO A POSITIVE LEADERSHIP: A FRAMEWORK**

**KEY WORDS:** Leadership, Framework, Positive leadership.

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**ABSTRACT**

To the leaders out there and the leaders of tomorrow, this paper unlocks a new leadership framework, which sets practical standards expected of an individual regardless of discipline. This framework depicts eight key attributes for positive leadership which favors what the leader believes, what to expect from him/her, what the leader expects from the world, and in ways the universe can help the leader become a better positive leader.

**INTRODUCTION**

Joan Byrne writes: Leadership is a privilege that goes with the commitment to inspire others and to direct them to attain the vision and goals of the organization. One of the important assets of the organization is the staff. So, the leader must know the staff, support their professional development, and recognize their achievements. To accomplish this, the leader must be approachable by fostering a positive emotional climate, building positive relationships, and engaging in positive communication.

**LEADERSHIP PHILOSOPHY**

Developing a Personal Leadership Philosophy will empower us to declare OUR truth and stand tall within it, to operate from a position of strength that enables us. My leadership philosophy has been developed over few years of service as a student, staff at the bedside, student-friendly teacher, and as a member of the management team of a charitable institution in India. The foundation of my leadership philosophy is built on Faith in the Creator, trust, respect, and integrity. And, it is based on the principles that I have learned through experience and the study of both strong and weak leaders.

**Therefore, MY PHILOSOPHY statement is;** *I believe in leadership by example. I welcome opportunities to work side by side with employees throughout the organization. I will encourage creativity, freedom of action, and innovation as long these efforts are consistent with the mission, vision, and values of the organization. I pursue to learn from others, treat every success and failure as a learning opportunity, and strive to be a better version of myself each day.*

**It is the vision and mission statement** that takes us into the new aura of leadership.

<p><i>“My <b>VISION</b> is to live in spiritual wholeness enwrapping awareness, collaboration, and stewardship to serve the humanity in LOVE in tune with the values of the institution a Positive Leader.”</i></p>	<p><i>My <b>MISSION</b> is to transform me as a Positive Leader in creating and leading with commitment, honesty, and humility, integrity and empathy, connectedness, and kindness and deliver value-added Service where everyone is playing to their strengths.”</i></p>
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**OBJECTIVE:** Obtain an understanding of one’s state of positive leadership and a positive strategic mindset, I will be able to;

1. Demonstrate character.
2. Create and share a positive vision and drive positive culture.
3. Lead with optimism, positivity, and belief.
4. Create a united and connected team with the Spirit of compassion.
5. Address strategic challenges and crisis management with confidence and clarity.
6. Inspire and motivate the team to desire excellence.
7. Be a collaborative partner of the mission we serve

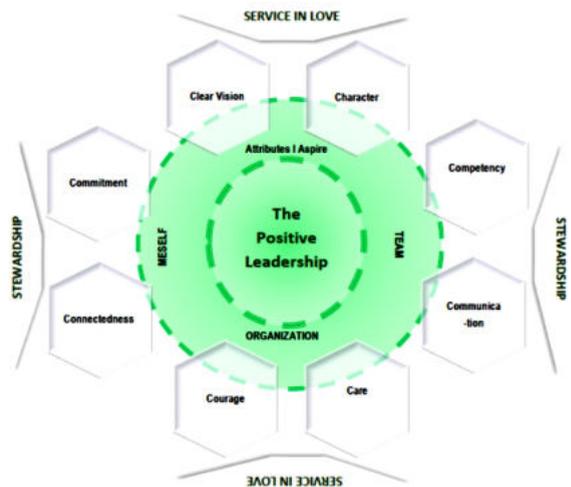
*(Leadership lens).*

8. Be a good role model of honesty, integrity, attitude, and work ethic.

**LEADERSHIP FRAMEWORK**

From the purpose-driven philosophy, vision, mission, and objectives I recreate my attributes to a bigger framework; **“POSITIVE LEADERSHIP FRAMEWORK.”** Positive Leadership enhances teamwork, articulates a vision, treats people with respect, encourages stretch goals, defines Sun Langley 2016. Those who embrace Positive Leadership is authentic and passionate individuals whose work is shaped by a strong, 'value-based foundation that thrives to improve themselves, teams, organizations, and the world'.<sup>21</sup> It also connects people around a shared purpose and empowers them to create value for everyone.

Fig.1. illustrates that Leadership is a process. I call this process the **8C’s of Positive leadership attributes**. The attributes I aspire for me, team, and the organization. I strongly believe a great leader establishes an important foundation of credibility and trust. So, I have decided to pull out top qualities or skills under the letter “C”. Which would shape me, mould me, and connect me to positive leadership. So, here is the secret that strong leaders build strong teams on these eight attributes of leadership.



**Fig. 1. Positive Leadership Framework**

**CLEARVISION**

As professionals of any field, 2 “Positive leaders have to be able to “articulate and communicate their vision in a simple, clear, bold, and compelling way”. In his 3 article on Successful leadership says Leaders must always be 2 steps ahead: have a vision as to where one wants to go and a strategic plan as to how to get there. When the vision has a plan, it allows leaders to be active rather than vulnerable. A positive leader needs to carry a telescope and a microscope. The telescope helps them

view the vision and the big picture. The microscope helps them to zoom in and focus on accomplishing the vision.

### CHARACTER

David <sup>4</sup>speaks that, unwavering integrity is exemplified by strong character. Be impeccable with your word. Do the right thing, even when it is uncomfortable or difficult. Positive leaders confront, transform, and remove negativity. Character is not feeding the positive, but weeding out the negative” so one must address the negativity. Confront it, transform it, or remove it for character enables us to lead holistically. Character is not a light switch that can be turned on and off. There are degrees, and every situation presents a different experience and opportunity to learn and deepen character that needs leaders to need to illuminate it.

### COMPETENCY

Leadership is about the success of your people, not about you. Competence engenders confidence in a leader. For Abraham <sup>5</sup>“Leader competence is usually at the root of loyalty and trust problems. “And most leaders have grown to their station in life through their competence. Leaders need to take the time and effort to show followers what they are good at and why followers should be confident in the leader’s ability.

### COMMUNICATION

Through clear communication, successful leaders can convey expectations, promote accountability, and build trust. The beauty of a successful leader is that while interacting with others will ensure that his/her message well reaches the audience, and is understood and championed.

**Voice your COMMUNICATION** says <sup>1</sup> what needs to be said – even when no one wants to hear it, or when no one else is willing to say it. Communicate with compassion and diplomacy, openly and directly, and allow others to communicate freely and honestly without fear of judgment. Only with strong communication, a leader can be truly great.

### CARE

Every employee wants to feel valued, accepted, understood, and cared for. Creating a culture of care and expressing concern for them is genuine actions of great leaders. Well as leaders addressing the employee’s concerns gives a sense of loyalty. A *Harvard Business Review* article, <sup>1</sup> study found that employees working in a caring culture seem to have had increased commitment to their organizations and accountability for their performance with higher levels of job satisfaction and teamwork than those who did not. **“The more you care for your employees, the better outcome you will achieve.”**

### COURAGE

Courage cultivates leadership. Leaders need to Express COURAGE. A successful leader will have the courage to follow through with decisions, because they believe in themselves, their capabilities, and what they have to offer. <sup>3</sup> Courage is one of the cardinal virtues which assists in taking calculated risks and the courage to stand up for what one believes in; do the right thing. Courage for *Ronald in 2014, is being rooted in developing and holding onto strong personal values. When an individual truly values something or someone, will have the courage to stand by principles and people.*

### CONNECTEDNESS

For <sup>8</sup> we are a social species — we want to connect and feel a sense of belonging. Research suggests that productivity and emotional well-being are the results of connection. As a leader to promote belonging among employees: Smile at people, call them by name, and remember their interests and family members’ names, and give focused attention when speaking to them all these can strengthen this sense of connection. If relationships improve, things get better says

Fullen.M.<sup>7</sup>

Establish the value of feedback-giving and sharing alike, encourage people to feel their voice is important, their ideas valued, to get them to stay engaged. “Creating a united and connected team” is the signature style of positive leaders. They unite instead of divide, which is so true when **management that’s not connected at the top, crush at the bottommost**”. So the quality of a leader must form a team that is connected not merely talented to outperform many talented teams who lack a close bond”.

### COMMITMENT

*Commitment is tested by action, not mere talk. Nothing worthwhile can be achieved without commitment. “Commitment is the foundation of powerful leadership” (Leheny 2009). “Commitment inspires leadership.”* Organizational commitment is the driving force behind organizational success. Organizational commitment increases the feeling of individuals’ involvement, sense of belonging, organizational commitment and work performance, organizational compliance, efficiency, quality, and job satisfaction.<sup>8</sup>

### CONCLUSION

In conclusion, this piece of work shows that positive leaders are more likely to be loved, respected by their partners in service. If leaders maximize these eight success attributes; clear vision, character, care, courage, connectedness, communication, and commitment, they can build resilience in challenging as well as benevolent circumstances. Strategies and skills in all eight of these areas can be learned. Appraisal of these attributes will promote behaviors to see their teams, and organizations at topnotch.

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