

Leadership in Higher Education: A Role Model to Students in Capacity Building in All Walks of Life

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Abstract: *This paper highlights the important attributes of effective leadership and its impacts on personality development and character building. University students need to be aware of the social, political and economic conditions of the society as they would step in their professional lives. To plan strategically and to work effectively they must have leadership skills. Sousa (2003) explains leaders must “analyze, assess, plan, implement and evaluate” To think, evaluate and understand the challenges one must be competent. Constantly changing environment and advancement in technology requires leaders to be equipped with knowledge and skills to collaborate, mentor and supervise the actions of team mates. Teachers thus play a very important role in delivering skills to their students and development of their character as they are role models and help students to be able to identify and to achieve their future goals.*

Keywords: Leadership, Leadership Competence model, Effective Teaching, Character Building, Educational Leadership

1. Leadership Competence Model

Wisniewski (1999) formed a leadership model by categorizing competencies. Findings of this research are as follows.



2. Defined Vision

By having a defined goal, a person can strategically plan to overcome obstacles and bring necessary changes in his plan of actions. Being clear about attainment targets can help a student to emulate as such that he will be able to know the requisite step that helps to achieve desired results.

- **Effective Communication:**

Written and spoken language speaking skills improve as a result of exposure to society. This develops a habit of successfully communicating in leading as well. It also

empowers decision making ability and builds confidence in an individual.

- **Reflection And Analysis:**

Sitting back to reflect upon the action planned and interpreting the effect of every step in future will improve leadership skills and sharpen their knowledge.

- **Creating Positive Climate:**

Leader can create a healthy positive environment and motivates an individual to bring innovation in his work. It seems as a driving force and inspires everyone to put their effort in work.

Volume 3 Issue 12, December 2014

www.ijssr.net

- **Facilitation And Collaboration:**
A leader's responsibilities include identifying interests of his team and assigning work accordingly. He creates a sense of co-operation in his team.
- **Problem Solving:**
It involves examining a problem from different angles and proposing solutions and their consequences. An effective leader believes in sharing of ideas and wins trust of his team by involving them in decision making.
- **Perseverance:**
This attribute helps in keeping the team focused on the task in hand and working steadily towards achievement of targets despite all obstacles.

3. Effective Teaching

It is a need of this age that the teacher is equipped with the latest technology and methodologies to engage students and ensure better understanding of taught concepts. Use of different modes of teaching like multimedia and live demonstration introduces differentiated learning and provides improved results as it uses the concept of multiple intelligence. Bleedorn (2003) explains, "transforming leadership... creates a dynamic connection to the ideas of other enlightened, systematic thinkers and observers". Furthermore he suggests, "Technology pushes humankind to new dimensions"

A teacher can arrange different activities in classroom which require working in groups to improve collaboration, quizzes to test knowledge, presentations to boost self-confidence, research activities to check critical thinking and peer/self-assessment to analyze and reflect upon the work of others or of him. As suggested by Azzam (2009) that original creative thinking comes "through collaboration and through the stimulation of other people's ideas"

Character Building through Higher Education Leadership

As explained by experts, "Capacity building encompasses the country's human, scientific, technological, organizational, institutional and resource capabilities." UNCED (1992)

It involves thinking, analyzing, interpreting and deciding which enhances the ability of an individual to better understand problems and to interpret solutions and their expected outcomes. It develops critical analysis skills which help in addressing crucial questions and decide policy related matters.

All leadership qualities listed above contribute in one way or the other in personal development and trains a person to be a better leader.

4. Conclusion

Sousa (2003) explains leaders must "analyze, assess, plan, implement and evaluate". A leader in 21st century plays a very important role and is responsible for performance of his team. He possesses multiple talents which he uses to the best of his ability. He understands his team and assigns tasks

accordingly. He plans effectively and uses his forward thinking to think about possible problems he may face. Higher educational system is an excellent opportunity for students to gain these qualities and further improve them by constant effort. Capacity building in educational years will result in graduates who are empowered and able enough to work at posts requiring competence.

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