

# Critically Evaluate How a Leader/Manager can Enhance Organisational Performance through Sustainability Leadership

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## Abstract

Many people think about a good management or leadership is to make everyone in the team to work hard and pay more attention to their job that will be an ideal team. But that is not true when you lead a team without any future vision, people always working hard and put more efforts on the workforce. People must know what his team work, managers and leaders have to put all workforce together. And let them know what is teamwork, people working at team is not individual action, not individual operation. Let people know they are not only working in a team, but also collaboration and cooperation with each other that could be an exciting performance.

## Keywords

Team work, working, leadership, management.

## 1. Introduction

### 1.1. Topic Explanation & Main Issue Address

For this topic, I'm going to analyse three aspects of the paper. What is leadership and management for organisational performance? And find a connection between sustainability leadership and leaders and managers. Finally, address the topic of how a leader/manager can enhance organisational performance through sustainability leadership. The keyword is sustainability, why we have to think about the system ability, leadership instead of temporary leadership. Sustainability means a long-term relationship or long-term collection, so that means people need a long-term leadership and management in the company to put the company to be in a stable and steady organisational performance. Speaking about management strategies can immediately display enigmatic. The important thing to keep in mind is that the role of the leader is to influence, engage, and encourage people to act around a common goal. It is hard to say exactly how a particular strategy will directly change a team. This indicates that authoritative, excellent management strategies have become less popular in today's workforce, although I think people know at least one person who still uses it!

If a company wants to enhance organisational performance that must relate leaders and managers in the company. So, sustainability leadership is the key to enhance organisational performance that must be based on leadership and management of an organisation. What we have to think about? Some questions what is sustainability leadership and what is leader or manager in the company and how important of those two roles in the company? The last one is how to enhance organisational performance and what is the factors? What does it mean, organisational performance, why we have to pick this topic out to think about organisation, performance in the company and how do we think about organisational performance will be play a critical direction of a company? Sustainability leadership needs a sustainable leaders and managers in the company, so we have to think about sustainability leadership is the crucial material to explain the leaders and managers in the company, organisational performance is a status of a period of time for a company. So sometimes it may be unstable, but why a company

needs organisational performance. Because it's the result of a company's status in the period of time or in a phrase that can analyse some information about the company's marketing strategies or directions etc. [Collins (2001)] Why Some Companies Make the sustainable leadership and some don't?

## 2. Literature Review

### 2.1. Leader and Manager Relate to Organisational Performance

Nowadays, business has different variation in the marketing places, we can not only talk about one aspect of a marketing or business style, so that means we can not only talk about leadership or management in the company or only talk about organisation performance in the company as well. Because everything has a certain length or connection in the company, so we have to put them together and think about what's the relationship between each part and how does the organisation performance to use leadership, management and sustainability leadership.

Unfortunately nowadays many leadership and management, they don't have any professional training for how to be a qualified leader or manager. In other words, they don't understand how exactly control or set a different employees in different position and improve the entire team of the organisational management. This is probably the reason why we have to talk about this topic in this paper. People do what they are looking for and what's they are hoping for. A picture is a management team or a little shape. They are absolutely drawing the future image to every employee in the team. This is a long term relationship, and people could imbalance in a team whatever the employee are, or you are a staff or even in a leadership. If people have a good purpose or intention and people hold in the hope in a team with organisational plan and that could drive everyone to be in the purpose and reach out their final intention. So that means how a leadership or management could share this concept for the intention to everyone and push everyone in this team to achieve results in the management and the organisational plan.

Many people think about a good management or leadership is to make everyone in the team to work hard and pay more attention to their job that will be an ideal team. But that is not true when you lead a team without any future version, people always working hard and put more efforts on the workforce. People don't get rich, the final intention, that means they work hard, but they don't know what is the purpose of working for. It turns out there is no result whatever you work hard or less. People must know what his team work, managers and leaders have to put all workforce together. And let them know what is teamwork, people working at team is not individual action, not individual operation. Let people know they are not only working in a team, but also collaboration and cooperation with each other that could be an exciting performance. Intention made by leadership or management system. The questions where eight team are going to? Although sometimes at team doesn't even know what they're going to, but they have purpose. the result is exactly clean and specific. This kind of leadership strategy works for every team because they know what was the time, what they're doing and located their future version to give everyone a location in different workforce and give the destination to everyone in a team.

### 2.2. Organisational Performance

Encouraging employees very important for their performance everyone is happy with a highly acknowledgement from their leaders or managers, whatever more or less that means a good manager or a leader should have to give a value to their employee that engaged with their work relationship. The celebration and acknowledgement could improve their employees and individuals to achieve a team's purpose quickly. Nobody wants to work in a high stress or high pressure. People always love working in a relaxing place of a company, so that means individuals or team work could set in a positive environment. Once employees or individuals feel confident or comfortable units team, and they know what they're entering a team so they

could make the best effort each pieces of work. Leaders could get the best performance of each piece of work.

Some research shows only 60 percent adults agree the individual recognition is very important to them in the teamwork, and they believe that it could give them the best energy and passion in the team. However that means 40 percent of adults thought they don't need the real recognition in their work self-recognition and self improving is very important to their ability that means they can get the best performance themselves. So I make a point here is whatever individual needs recognition or not, leaders and managers give it to everyone, it's good for a team performance.

It is even better if a team build app a recognition with each other and everyone in the team will understand that kids understand that could trust each other and work with each other very well that creates cohesion to motivate everyone in the best performance in the team. This makes them to understand only the way of working together and help each other that is the best way to achieve their purpose and let them get more value in a team. There is some misunderstood for the leadership, and many people think about leadership is something from born with the ability can't be changed after they grew up. That's for my opinion, I think being a leadership or a leader is a choice that is only you can do it. It's not for everyone, but you have to get the ability to be a leader. Leadership can be changed people and can be giving you anything, but people always put everything in your leadership. Think about when a leader communicate with their team and they give a good opportunity and a future image to everyone to let them know their commitment, commission in their future with their plan actually. This means a leader creates everything in the team and choice everything in the team but the choice is not only for one or two. And leadership is always looking for a sustainable relationship in a team. Only the continuous relationship and leadership can make a team pushing their workers in a good way in an excellent performance.

### **2.3. Sustainability Leadership**

Encourage and empower each other is good for a team's performance, and it always works in different multiple tasking operation. The best litter is always encouraging their team and to empower their ability in different position. That means sustainability leadership interest everyone in the team to put their responsibility in a different workforce and to reach out a good ability in the operation. And employees will feel their own venues in the team and give each other a kind of Self worth. And individuals in a team will find a performance where they can be given by leadership to authorised their responsibility in a team. To achieve a goal not only relies on a person or a leader with never heard about a team finish a project only because of a person. A good leadership or a leader is a guidance of a team. They authorised everything to everyone in the team and to let them know what they are working for. That's enough and at the good timing training everyone in the spicity ability of each performance, and finally gave them the best venue and encourage them.

Creating new opportunities and expanding the expectations, while this reality is forcing even some of the most established business to fight for survival, others are thriving and remaining one step ahead. In this unprecedented climate, those who innovate and adapting lead the way, just as those tied to the status quo fall further behind. If people's organisation prepared to be agile, to enact bold ideas to face new fast moving. There must something need to be mentioned courageous decisions and determined action. It is this transition from idea into action that will ultimately determine the success. Even the most bold strategies. It is the people, not plan, that will be the difference. How people aligned to leaders' vision? Is people culture prepared to accept change, embrace innovation and execute collaboratively? Without great leadership and committed action, plans grind to a halt and future success drifts further away. (Brown,2005) Ethical leadership is a social learning perspective for construct development and testing. The

centre for creative leadership's organisational leadership practice enables you to harness. The collective power within your organisation to better align talent to vision, execute innovative strategies and accelerate success at the speed of change.

### 3. Critically Analysis

#### 3.1. Connection between Management and Leadership

Accelerates success at the speed of checks, an organisation is ready for bold vision, is it prepared bring it to life. Leadership has a direct impact on the performance and retention of employees. Leadership is really emerging field and higher education, and in the business and government public sector it's really taking a holistic approach that organisational wellbeing. Its combining understanding of social environmental issues around sustainability, and integrating the leadership skills. We need to make that happen in terms of schooling. It's really a candy crowded with lots of people that want to do good, and they want to be environmental stewards, but what was there laughing is the real movers and shakers doers that actually know how to problem, solve and come up with practical solutions to real problems for businesses. Even those students might have the best intentions. If they don't have a real world project based experience, they might not be as successful as you when they end up in the workforce. (McWilliams, 2011, P.37, 1,480–1,495) Creating and capturing value is strategic corporate social responsibility, resource-Based theory and sustainable competitive advantage.

#### 3.2. Improve and Enhance the Organisational Performance

We have to look at sometimes problems and to look at it from a whole holistic perspective and to try to sell them in a way where not just a small segment of the population. What people are really trying to do is create wellbeing. For the entire community, it's just really being inclusively. That's really what it comes down to just being inclusive and various environmental and social. One of the other skills is the ability to manage a second one that is the ability to lead to inspire other people have. But the third one that often is overlooked to the ability to communicate people need to have the courage, need to have a long-term political commitment and social commitment. And thirdly, need to have faith in the vision that have for that change well for people. The three in this order first of all being able to listen before talk until other people listening with a menu about what people like to do sustainability to link together, what people say if you do those two steps. People will get a unified willingness to engage in the third step which is to lead people to learn how to do that now and I think one of the most important skills for someone to be an effective.

#### 3.3. Importance of Sustainability in Business

An effective leader in sustainability is the ability to listen that followed by the ability to tell their own story, their own experiences in a way that's colourful and explicit and clear to the audience. There are very basic skills, like being able to listen because is a real demand coming from employees, consumers, investors, regulators to make progress on state of the leaders of the future, going to be the people who can really integrate table thinking of practices throughout organisations, and the program equips people to do just that. I think it's validation that sustainability is a function and we are operating in a complex environment and that collaboration is key to advancing sustainability, the urgency required. (D'Amato 2009 p. 421–434). Toward an integrated model of leadership for corporate responsibility and sustainable development is a process model of corporate responsibility beyond management innovation.

#### 3.4. Realistic Example Analysis

I think as a leader that need to be able to connect to society. This is very important for standing alone in the company, then do an impossible job as a catalyst. It's important to initiate and drive

to change with the change, must come from the integration in the company, create all kinds of new sustainability, responsible leader, make it happen leading members sustainable. Because people are trying to create a platform, and you're not focusing on the individual. So people are not just trying to teach individuals and try to grow individuals. People try to provide a platform, I think that's a big difference in terms of how to actually shapes out for us. The focus is on putting them creating an environment where those people can really grow, and if you do pride, leaders picked up some people are going to move and shake the world. One more sustainable than having those people need to know early and become friends, because they're successful with 30, but they're not going to cut the friendship, and I'm not gonna leave all those experience behind that's only the beginning, and obviously people don't believe that our are at the peak. People resign, that's just kind of really taking off.

And then making sure that those people are going to stay in contact and keep the relationship to each other, that's what we hope is going to have sustainable impact. Because in the end, the impact is going to be when people who was part of a business. Leaders have a huge impact and one of them just make the other one leads to master organisation decide to work together and have a massive impact in a company that's kind of things. Leaders hope to achieve and at the same time, employees also hope to make it sustainable by blocking those people back in to the younger generation. It's all about giving back and from the very beginning making clear that what they received is also to some extent what they should give back the next. What people should give back the next generation of young kids are going to comment when leaders want to drive and ambition the same curiosity in the same excitement they did when they were twenty.

#### 4. Conclusion

Getting better quality service and productivity from employees requires. Their participation and involvement this means a shift in leadership style have employees improve quality. Service and productivity requires that leadership take ownership of their jobs at the foundation. This means involving employee, having them participate in what improvements people want to make, what changes and that leads to having them feel. They can influence the outcome of things that feeling of influence leads to psychological ownership when we own something, where more committed to it were more committed to take responsibility and be accountable to what needs to happen in order for those changes to be implemented. This then leads to improved productivity. So what does that mean in terms of the leader, it requires a shift in leadership stop to go from control to participate in are you a leader or a manager. That prefers controlling everybody can shift their style to a more participated to find out which style is more prevalent for people. It's not a great skill that's required to do that, what is more difficult is shifting your style, shifting people thinking from an attitude of control, the openness to participation. So, the final step starts with people thinking about the shift that leaders need to make.

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