

THE IMPORTANCE OF CHARISMATIC LEADERSHIP

Charismatic leaders are exemplary individuals who are self driven in executing various management processes within social organizations out of their own initiatives. In this regard, charismatic leadership involves the application of integrity and innate personal skills in establishing and managing various processes within a social system. In fact, Bryman (1992: 3) defines charismatic leaders as social agents of change, whose ultimate contributions towards the establishment various aspects in social set ups are quite significant. With reference to Yukl (2007: 65), charismatic leaders are characterized by a certain set of qualities, which makes them quite useful within social organizations. This paper presents the importance of charismatic leaders with reference to Martin Luther, the King in context of various social organizations.

Sica (2004: 5) holds that, charismatic leaders are social agents of change, whose contributions towards enhancing changes within social organizations remains quite remarkable. As charismatic leaders are self driven in developing up ideas and strategies in pursuit of making certain processes within organizations better, charismatic leadership is always accompanied by improvement of the ultimate performance of the organizations. For instance, Martin Luther was much determined to see the exercising of equality in social systems with the American government. In his ambition to facilitate changes in US, Martin used to face the authorities with a lot of courage and determination to achieve his ultimate goals. On this basis therefore, charismatic leaders should be always courageous and fully determined to achieve their desires and determinations.

According to Willner (1985: 93) charismatic leadership is the ability of leaders to set a legacy to their followers to be emulated. Basically, charismatic leaders are always influential in setting up examples to be followed by other people. More importantly, charismatic leaders are always motivating agents for their followers. As depicted by Conger (2004: 45), charismatic

leaders are usually social mobilizing agents for development of positive traits among individuals. This is usually enhanced by the leaders presenting their followers with practical examples to follow. Considering the works of Martin Luther the King, charismatic leaders influences other people to follow their ways. By being successful in their various activities, charismatic leaders usually influence other people to acquire and emulate their characteristics, as they are quite fascinating. For instance, Martin Luther influenced very many Blacks in America to come up and fight for their civil rights in America. By being the initiator of ‘war against racialism’, Martin Luther acted as a role model to his followers. By so doing, charismatic leaders can be described as ultimate agents of change in social set-ups.

As revealed by Northhouse (2009: 32), charismatic leaders are efficient problem solvers. Being very creative and efficient in solving various problems among the social organizations, charismatic leaders usually cherish better performance within the social organizations they manage. Basically, charismatic leaders usually face social challenges with multi-varied skills and techniques in order to facilitate the achievement of the best solution for the problems observed. As they are always creative and innovative, charismatic leaders according to Gardner (1993: 21) are usually accurate in solving various problems presented to them in various social settings. By so doing, charismatic leaders are always channels of success and achievements within organizations. With reference to Martin Luther, his ability to engage himself in politics to fight for social rights of the Blacks exposes him as an efficient problem solver. Though he was a clergyman, his involvement in political issues on the basis of social discrimination of the Blacks makes him emerge as multi-dimensional problem solver, as he saw religious matters alone would not facilitate the kind of change he wanted. By critically engaging in political issue, Martin

Luther enhanced the alleviation of social discrimination of the Blacks in various issues. In this regard therefore, charismatic leaders are always efficient problem solvers.

As held by Grint (1997: 43), charismatic leadership always improves relationships within social organizations by facilitating effective communication among the people. As it has been revealed, charismatic leaders impacts positively among the people within the social organizations they lead, as a result of being in constant touch with their juniors. One of the most significant characters of a charismatic leader is that, he/she is in close relationship with his followers; as a way to motivate them in their various activities. On the course of such interactions, the charismatic leaders help in improving the communication processes within the social organizations, as there is usually coherence and harmony in the processes being managed within the organization (Kouzes 2008). As he/she keeps an example to be emulated, a charismatic leader helps in improvement of relationships within social organizations. For instance, Martin Luther was a religious leader who involved his followers in various ‘non-violent demonstrations’ in pursuit of liberalization of the Blacks in America. By actively involving his followers in various processions, the relationship between Martin Luther and his followers was improved as they gained more courage to stand with him on their fight for equality in social systems.

With reference to Guenther (1979: 57), charismatic leaders are always motivating and quite influential in decision making processes. As they are good role models among the people with social organizations, charismatic leaders usually facilitate the motivation of various individuals in the social systems they manage, resulting into their ultimate influence in various decision making processes. Being critical thinkers and logically reasoning, charismatic leaders are always quite reliable in making various decisions within social organizations. On this basis, Martin Luther was being involved in giving various ideas on different matters concerning social

interactions. Being a charismatic leader, Martin Luther became one of the main pillars of social changes within various states in US, as his ideas were found to be quite significant in various decision making processes (Conger 1998).

As it has been revealed, charismatic leaders are the most influential agents of change within social organizations. With reference to Martin Luther the King, charismatic leaders are always courageous in dealing with various challenges in which they solve them quite creatively by reasoning logically. Basically, charismatic leaders usually facilitate effective communication among the people in social organizations by acting as motivating agents in various social processes. Generally charismatic leaders are usually quite influential in various decision making processes with social organizations, by their logical reasoning and rational decision making strategies.

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