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THE LEADER AND THE TEAM IN THE ACTUAL CONTEXT OF INTERNATIONALIZATION

Empirical
studies

Keywords

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Competences

Abstract

Now, more than ever, society needs leaders. Life groups and society is inconceivable without organization, without leadership, without people with vision. The quality of leaders has always been a matter of prime importance, as leader and has always had a decisive role in both the business world and war, it is a key factor in the decision results. The team has an important role in the evolution and development of the person, constituting the most important means of training, development and social integration. Being a subject frequently discussed in the literature, standing at the intersection of management and psychology of groups, topics in the field is quite small, the present work is intended to be an analysis of what we could call leaders formation in the context of internationalization.

Introduction

Life groups and society is unthinkable without organization, management and without leadership. The existence and functioning of any group involves selecting a leader or a manager according to certain rules. Management process appears to be essential for the existence of a group, being defined as the process by which a group member influences the other members in order to achieve common goals and common tasks. The influence exerted on members is one determinant. It comes only from the leader of the group, so we have to differentiate between formal leader and other influential people in the group who can become informal leaders who can have a powerful influence in collaborative in parallel or counter to the power of formal leader.

1. Ways of differentiating leaders

One of the criteria of differentiation of the types of leaders consists in adopting a particular driving style, as leaders' democrats, authoritarians, laissez-faire, task oriented or focus on interpersonal relationships existing group. In relation to this way of differentiating types of leaders brings into question the ability to determine success in the organization.

According to John Adair, there are three elements to all leadership situations. They are:

1. The achievement of a goal or task. In this regard we believe that the fulfilment of the objectives established is correlated with the skills, abilities and not least the motivation of team members. It is also important that all team members to be determined to accomplish the tasks. The coaching activity is vital.

2. The group of people performing the task. It is likely that the task will only be achieved if all members of the group work together have common aim. The group members should be seen as a whole, were each of its members should have an essential role without which the target cannot be achieved.

3. Therefore, the group itself has to be understood as an entity in its own right.

4. The training activities such as the team building are very important in order to realize group cohesion.

(Adair, J.E., 1973).

The human individual can only live temporarily outside of a group or a team, The group is a reality that mediate between the individual and society. The group, the team has an important role in the evolution and development of the person, constituting the most important piece of social integration.

Given that this topic is frequently discussed in the literature, being at the crossroads where management and psychology groups materialized by increasing the professionalism and performance we will highlight issues which consists of:

- Manager vs. Leader

- Lead vs. Boss

- What qualities are hiding behind a successful leader

Studying Leadership is an important but academic activity. Learning how to be an effective leader and applying those skills in the work place is what will lead us to economic success. (A. Garnett, 2014)

2. Manager vs. Leader

The leader has now become the lifeblood of a business success. Saying and not manager we cannot assume that there is a difference between these two concepts.

Managers do things, while leaders do the right things.

Managers accept the status quo, leaders are trying to provoke him.

Leaders create and articulate a vision, managers shall ensure that it is implemented.

We need to understand that management is doing with the complexity, appearing as a normal response to the twentieth century trend of multinational organizations. Without a good organization these complex conglomerate would end instead of being a leader which means to cope with change. In part this is due to the increasing importance of the leader changes in recent years, such as: rapid technological advances, global competition, energy crises or unstable workforce demographics. More changes are needed, and here the leader knows best. Take for example a simple analogy military: an army in peacetime can survive with good administration provided by a competent manager, but when the war starts it needs to be led by a leader, because the people need to be guided and helped.

Platon said that being a leader is "a combination of strength and wisdom "as" wisdom without owning a boss is a tyrant "and" power without wisdom is nonsense."

A leader must understand and contribute to personal and professional development of team members by meeting their needs differential, incorporating social needs and create new needs and new tasks, as the group evolves towards new goals. In order to achieve our goals a leader must ensure the social integration of the individual, its aspirations by following a path of mutual recognition individual-group.

In our opinion a successful leader must show skill, flexibility, to be decided and convinced that the group members are the most important factor in achieving objectives. He must adopt a leadership style and required the group members to perform the tasks. A leader is able to strengthen its power and ability to influence, and here we refer to the potential influence of influencing another, if entrepreneurial effective in everything he does and is respected by others. A leader is great if he could obtain the maximum results from minimal resources and is able to positively motivate group

members by setting realistic goals and tasks that they can achieve. He knows how to stimulate them, challenging them and encouraging them to bring their own contributions through creative ideas.

Lately, due the process of internationalization, mobility component has a strong increase. The number of mobility within the European Union has experienced strong growth. Among students and teachers, the mobility component has become a prerequisite for personal and professional development.

It is becoming more and more important on the professional level to benefit from such an experience. Knowledge of other cultures, improvement of the language skills and ability to interact with people from other countries represents a sine qua non condition for a person to become a leader or a person with vision.

Internationalization component will increasingly influence over the development and training of skills and competencies.

We can consider the top 3 academic experience:

1. Working within an experienced research/ study group, with highly motivated members, ready to share and come at solutions through their knowledge. Meetings and literature seminars involving professors, students and lab staff were often taking place, in order to establish the state of the art and future approaches in the field of study/research.
2. Being trained on using advanced laboratory and technical equipment, such as electronic microscopy, modern infrastructure, etc. Also, the opportunity to use the machines and the modern technic.
3. The possibility to participate on implantation new methods of teaching, based on courses/seminars/lab collaboration with different institutions.

3. Top 3 personal experience

1. Making new friends of different nationalities, all of them happy to share a piece of their culture and willing to get to know me better.
2. Enjoying a natural/ different environment.
3. Becoming more confident

So we need to follow the Maxwell's lesson:

Unleash your leadership potential! No matter who you are, you can be a leader you can do very well.

• Attitude can take you on the wings of success can knock down, along with the people you drive. Positive attitude of a team does not guarantee success, but it will attract negative attitude undoubtedly its destruction.

• Do not waste time with things that we can accomplish alone! Leaders who have a well-trained team enjoys a tremendous advantage, so propelled it to the next level.

• Talent to drive is based on human relationships. We can consider that „good persons” make good thinks also in the family and professional life. (J. C. Maxwell, 2003).

Conclusion

When students, teachers and young people go off to study, work or teach abroad, they are not just getting a high-quality academic experience, they are learning new ways of seeing things and new ways of being, they learn languages and cultures, they are getting competences necessary for the work in multicultural environments. There are necessary networks not just between universities but also between universities, research and business, to harness Europe's potential for creativity and innovation.

Without a good organization, the institutions would end in chaos.

We can conclude that the internationalization component could have a huge impact on the development of abilities and competences in order to be a leader.

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