

LEADERSHIP AND ITS INFLUENCE ON THE TEAM (ЛІДЕРСТВО ТА ЙОГО ВПЛИВ НА КОМАНДУ)

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Стаття досліджує поняття лідерства, висвітлюючи його роль у досягненні спільних цілей та управлінні командою. Вона розглядає різні типи лідерства та їх вплив на ефективність організаційних процесів, а також розкриває важливість навичок управління конфліктами та розвитку учасників команди.

Ключові слова: лідерство, конфлікт, команда, комунікація.

The article deals with the concept of leadership, highlighting its role in achieving common goals and managing a team. It examines different types of leadership and their impact on the effectiveness of organizational processes, and reveals the importance of conflict management skills and team member development.

Key words: leadership, conflict, team, communication.

In modern world, where competition and complex challenges are becoming increasingly acute, leadership turns out to be one of the most important components of success in both business and other spheres of activity. Leadership is not limited to the ability to lead others, but involves the ability to inspire, motivate and guide a team to achieve a common goal.

Leadership is usually understood as one of the processes of organizing a small social group and managing it, which contributes to the achievement of a group goal in the optimal time and with the optimal effect, determined by the prevailing social relations in society. A leader is a member of a group who spontaneously puts forward the role of an unofficial leader under the conditions of a specific and significant situation in order to ensure the organization of joint activities of people for the fastest and most successful achievement of a common goal [1, p. 117].

Leadership is the process of influencing other people, aimed at achieving common goals and stimulating the effectiveness of a team or organization. In the context of management, leadership can take many forms and types:

- Autocratic leadership: in this type, the leader determines all decisions independently, without the involvement of employees.
- Democratic leadership: here the leader takes into account the opinions and ideas of other team members.
- Transformational leadership: this kind of leader motivates his team to achieve great things through inspiration and creating a shared vision.
- Leadership without a leader (horizontal leadership): in this context, leadership can be distributed among different team members, depending on their skills and experience.
- Servant leadership: in this type, the leader serves others, focusing on meeting their needs and helping them achieve personal goals [2, p. 56].

A leader's role in stimulating the personal and professional development of team members through the provision of feedback, training and skill development is critical to the team's success and achievement of common goals. First of all, the most important are:

- Providing feedback: the leader must regularly provide objective and constructive feedback to team members about their work, achievements and opportunities for improvement. This helps team members understand their strengths and weaknesses and provides an incentive for further development.

– Training: the leader can organize trainings, seminars and other forms of training for team members in order to expand their knowledge and skills. This can include both the technical aspects of the job and the development of interpersonal and leadership skills.

– Skill development: the leader should facilitate the development of team members' skills by delegating tasks that require new skills or responsibilities. This may include project management skills, communication, decision-making, etc. [4, p. 65].

One more important thing is the role of the leader in resolving conflicts in the team and its impact on the overall climate and productivity.

First, the leader must actively identify conflict situations, respond in time to signs of tension among team members and analyze their causes. An important part of this process is the creation of a favorable environment for free discussion of problems and the search for compromise solutions.

The leader acts as a mediator who helps the parties to the conflict find a common language and make mutually beneficial decisions. He creates rules and procedures for effective conflict resolution, which promotes consistency and fairness in the dispute resolution process. After resolving the conflict, the leader actively works to support positive cooperation and build mutual understanding among team members.

Effective conflict resolution by a leader helps maintain a healthy work environment, improve communication and team relationships, and improve the overall climate and productivity. Such a leader turns out to be not only a manager, but also a mediator, a mentor and a manager, who helps the team to overcome challenges and achieve common goals [3, p. 127].

Therefore, leadership is key to achieving common goals and improving team performance. Different types of leadership influence leadership style. An effective leader provides feedback, coaches and develops team skills, and resolves conflict to support a positive work environment and increase productivity.

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