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**EXAMINING THE IMPORTANCE OF LEADERSHIP SKILLS IN TODAY'S  
LIFE****Anel Nailul Muna**Al-Azhar University, Cairo, Egypt  
Email: anelnailulmuna14@gmail.com**Abstract**

Leadership is indeed a classic topic of discussion, it is very old, but it is still very interesting to discuss because it determines the continuity of an organization. Leaders are the most important element in the general management process. Whether or not the results achieved by an organization are determined by the ability of a leader in carrying out their duties. Leadership is the key to moving a community, business and other organization. Starting from leading yourself, leading others and leading an organization. Generation Z if they don't have leadership skills are like humans, rich in ideas but poor in action. Leadership in an organization/institution has a very important role, because without leadership, the goals of educational institutions that have been carefully planned will not be achieved, besides that good leadership must be synergized with perfect and orderly management. This study uses a qualitative research method with a literature study and documentation approach. The results of the study indicate that the criteria that leaders must possess are visionary, innovative, the ability to create vision, ability, communication, ability to provide motivation, ability to direct, ability to make decisions, ability to foster, and have 3 dimensions of skills namely Intelligence, Personality, Abilities.

**Keywords:** leadership; skills; leader

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**INTRODUCTION**

Leadership is the key to moving a community, business and other organization. Starting from leading yourself, leading others and leading an organization. Generation Z if they don't have leadership skills are like humans, rich in ideas but poor in action (Hastalona et al., 2021).

Leaders are the most important element in the management process in general and management in the context of Islamic education (Nata, 2012). Whether or not the results achieved by an organization are determined by the ability of a leader in carrying out their duties. Leaders are often connected with managers, but leadership is not the same as managerial (management process), where leadership is a process of influencing groups to carry out tasks in order

to achieve common goals. While managerial is the process of carrying out management functions which include: planning, organizing, leading, controlling.

The word leadership has the root word leader which means a person who has the power or power to influence other people under his control to do something in order to achieve goals (Widayat, 2014). Leadership has different meanings if it is defined by different people (Arifin, 2019). Researchers define leadership almost always based on individual perspectives and the phenomena that interest them (Ramadoni et al., 2016). Leadership is defined as individual traits, behaviors, interaction patterns, role relationships, influence on groups, and place in administrative positions. However, researchers firmly agree that an important

element of leadership is a process rather than leadership as an individual (Arifin & Sulistyorini, 2021).

The ability to lead a group or an organization is the main key if you want to become a qualified leader in his field. As a support, soft skills possessed by a leader will affect the leadership process in the organization (Irawan et al., 2022). Leadership in an organization/ institution has a very important role, because without leadership, the goals of educational institutions that have been carefully planned will not be achieved, besides that good leadership must be synergized with perfect and orderly management. And good leadership is having a good character and being trusted by his subordinates/members, eventually loyalty and royalty will go hand in hand in the minds of his subordinates and members (Kuncoro, 2021)

Considering so many leadership principles that exist on this earth, this research uses the 360-Degree Leadership Principles from John Calvin Maxwell as the ideal leadership principle. The reason is that the principles of the 360 Degree are considered capable of breaking the myths related to leadership (Maxwell, 2012).

The leadership myth referred to by Maxwell (2012) includes thoughts that state: (1) a person cannot lead others unless he has a high position in the organization. (2) A person is also only able to learn to lead others if he has succeeded in sitting at the top of the leadership. (3) A person will have no intention of trying to lead if he is not already in a top position in the company. (4) When a person succeeds in serving in a top position, then he will only take control and other people will follow him. (5) A person must reach the highest position in the organization to reach his potential. (6) and when one succeeds in attaining the highest position one will no longer be restricted. Another reason that underlies the 360-Degree Leadership Principles as ideal leadership principles is that the leadership principles can

be applied by anyone with any position so as to provide opportunities for them to become a true leader, as long as they are have commitment and perseverance in developing knowledge and skills based on this leadership principle to lead or influence others to achieve goals (Maxwell, 2013; Hanny et al., 2021).

Leadership is indeed a classic topic of discussion, it is very old but still very interesting to discuss because it determines the continuity of an organization. The essence of leadership is accountability (Khoeriyah, 2020). Since the leaders will become integral in the organization's pattern of behavior where the leaders will be the change agent that will create ripple effects to the employees. However, not many leaders thought about the readiness of their employees. Thus, leadership carried out by a leader also describes the direction and goals to be achieved from an organization (Maharani et al., 2021). Moreover, the study aims to find out the criteria for how to be a good leader.

## METHOD

This study uses qualitative research methods with a literature and documentation study approach (Sugiyono, 2019). Literature studies can be interpreted as a step to obtain information from previous research that must be done, regardless of whether a study uses primary data or secondary data, whether the research uses field or laboratory research or in a museum (Introduction to Literature Reviews, 2021). Literature study in general can be interpreted as a data collection technique by examining a clear source of information.

## RESULTS AND DISCUSSION

### A. Leader Ability and Leadership Effectiveness

Assumptions about leadership and who practices it always change every year, at a certain time leadership skills are innate talents from birth, as the Great Man leadership theory, where this theory views

that leadership skills are in individuals because of inheritance and luck. At other times, leadership is obtained by the individual because of a major event that is able to make the individual a leader even though he does not come from a family of leaders, as in the Big Bang theory (Arifin, 2016). The ability of a leader or leadership skill is a very influential factor in the success of a leader in moving his members to achieve goals. In this regard, when viewed from the type, the ability of leaders is broadly divided into two types, namely technical skills and soft skills. Technical skills or technical skills are related to the ability of leaders in accordance with their fields, while soft skills are related to the ability of a leader to control situations and conditions as well as the ability to place himself appropriately in his work environment or known as interpersonal skills. These capabilities include; negotiation skills, diplomacy skills, adaptability skills, ability to build morale, and ability to maintain good relations with various options. Soft skills have an important role in leadership, that soft skills have a role of 90% of a leadership success.

Leader abilities that can be developed significantly include: the ability to create vision, skills, communication, the ability to provide motivation, the ability to direct, the ability to make decisions, the ability to foster (Arifin & Sulistyorini, 2021). The skills should be master are vision, passion, influences, communication, integrity, directions, empathy, strategy, decision making, influence and developing, and positive mindset.

### **B. Visionary Leadership**

Visionary leadership is the ability to create and articulate a realistic, trustworthy, attractive vision of the future for an organization or organizational unit that continues to grow and improve today. A visionary leader must be able to be a

direction setter, change agent, spokesperson and coach. Therefore a visionary leader must be able to set direction and personally agree to spread visionary leadership throughout the organization, empower employees to act to hear and monitor feedback, and always focus attention on shaping the organization to reach its greatest potential (Isnaini, 2020).

### **C. Innovative Leaders**

Innovation is a system of organizational activities that transform technology from ideas to commercialization. Innovation refers to the renewal of a new product, process, and service. The influence of creativity and innovation on business success is studied in several contexts, which leads to the conclusion that the factors that can influence innovation include cultural aspects and full support from the organization. Although creativity and innovation are important for success and are interrelated, in practice, creativity and innovation differ in their purpose and performance (Isnaini, 2020).

### **D. Emotionally Intelligent Leaders**

Emotional intelligence is a benchmark for a leader in dealing with and setting complex organizational policies. Along with the many changes and natural and human phenomena that continue to change at this time it takes a leader who is good at thinking not only rationally and logically but also with heart and feelings. The intelligence of a leader in maximizing his emotional intelligence and intellectual intelligence will show more balanced results in his role as a leader of an organization to achieve its goals and objectives. Future leaders must be sensitive to individualized considerations, by paying more attention to the treatment of each other. individuals in organizational units, as well as providing guidance and

advice. If the company wants to stimulate an innovative work culture, performance appraisal and motivating professional employees can no longer just emphasize responsibility and deviation from targets and performance standards (Isnaini, 2020).

### E. Wise Leadership

Wise Leadership Skills are personalities and skills that must be possessed by a leader, then in growing and improving this, they need to be honed and trained in the dynamics of friction activities that strengthen the skills of these students (Kuncoro, 2021). The following are the skills a leader must possess:

- 1) Visionary  
Visionary is a skill in creating and actualizing a realistic, credible, innovative and attractive vision regarding the future of an organization that is followed.
- 2) Personal risk  
Personal risk here is a leader who is willing to take high personal risks, bear big costs, and engage in self-sacrifice to achieve the vision. This means that leaders must be big-hearted and willing to sacrifice for the progress of an organization.
- 3) Sensitive to other people feelings  
A leader must be sensitive to both the environment and its members. Where environmentally sensitive is being able to realistically assess the constraints, opportunities, strengths, environmental hazards and resources needed to make developments. Furthermore, being sensitive to members is that a leader must be perceptive (very understanding) of the abilities of others and responsive to the needs and feelings of his members.
- 4) Broad insight  
A leader must know things about the organization and the environment

that is fostered so that the progressivity of an organization continues.

- 5) Charisma  
Provides vision and a sense of mission, instills pride, gains respect and trust.
- 6) Communicative  
Having the ability to master communication so that the persuasion step towards members takes place easily.
- 7) Give Example  
A leader is a pillar of belief and hope, where this makes a leader must be an example, and always guard himself from things that discredit him.
- 8) Unselfish  
Leaders must have emotional stability and high ego because various pressures and temptations will be faced

### F. Dimensions of the Traits of Effective Leaders

An effective leader is a leader who is able to carry out his duties and roles as head of madrasah and is able to interact and collaborate well with staff and teachers to all levels of society to realize school goals in a productive, fast, and precise manner.

The effectiveness of leadership can also be shown by the nature of the leader in the dimensions of intelligence, personality, and abilities. These characteristics can be detailed as follows (Khoeriyah, 2020):

- 1) Intelligence (Consideration, Assertiveness, Knowledge, Fluency Speech)
- 2) Personality (Ability to adapt, Alertness, Creativity, Confidence, Balance, emotionality, and freedom of control)
- 3) Abilities (Ability to request cooperation, Cooperation, Popularity and Prestige, Skills)

## CONCLUSION

The ability of a leader or leadership skill is a very influential factor in the success of a leader in moving his members to achieve goals. In this regard, when viewed from the type, the ability of leaders is broadly divided into two types, namely technical skills and soft skills. An effective leader is a leader who is able to carry out his duties and roles as head of madrasah and is able to interact and collaborate well with staff and teachers to all levels of society to realize school goals in a productive, fast, and precise manner. The criteria that must be possessed by leaders are visionary, innovative, the ability to create vision, ability, communication, ability to provide motivation, ability to direct, ability to make decisions, ability to foster, and have 3 dimensions of skills namely intelligence, personality, and abilities.

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