

EFFECTIVE LEADERSHIP: SHAPED AND EARNED

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A case in point: Without strong leadership, no organization that has achieved success would be where it is now. One of the main success factors that accounts for an organization's expansion, progress, and innovation is consistently effective leadership.

Our educational systems have faced numerous obstacles as a result of the COVID-19 pandemic. However, it also provides an opportunity for people in positions of educational leadership to reconsider how they give education and schooling. School leadership teams are critical in fostering environments that allow teachers, students, and their families to stay engaged and learn throughout the COVID epidemic, whether at school or at home. They can create community, coherence, and equity around schools during times of instability.

Awards and accolades are not the only factors in leadership. Effective leadership has a lot more depth, impact, and influence. It's been worked for and earned. There is no standard technique or ideal plan; instead, a leader must consider the culture and demands of the organization. Although the choices are important, an effective leader makes the long-term optimal choice.

Leaders must cope with a variety of situations and circumstances in the current volatile, unpredictable, complex, and ambiguous (VUCA) world. Volatility recognizes frequent and quick change while Uncertainty is the unpredictable nature of events. Complexity, on the other hand, emphasizes the number of factors and concerns that must be taken into account and Ambiguity highlights the lack of precision, clarity, and

understanding that results from the presence of multiple meanings and messages in the situation you are dealing with. A reality that we now live in after the pandemic.

Many of the challenges in the education setting since 2020 existed before the pandemic, but the current crisis has brought them into sharp focus and given both current and aspiring education leaders a chance to really focus on priorities that will have the greatest impact for themselves, their teachers, and their students. Plenty of “whats” and “hows” arise but the challenge is not impossible to overcome. Not an easy process, but certainly doable.

Now is the time to adopt effective leadership in a VUCA world to help with everything from crisis management and crisis recovery to leadership and strategy planning. In a world that is more unpredictable, leaders must manage a lot more, act quickly, and deal with a lot of interrelated variables and a lot of information. In this aspect, leadership is changing from relying on a predetermined set of results to being prepared for every scenario in a complicated environment.

One trait an effective leader accomplishes is helping others to be the best version of themselves. Great leaders assist others in growing. They willingly share their knowledge and look for learning opportunities for those they work with or the people who work for them. They strengthen the organization by fostering strong relationships, rapport, and cooperation.

Effective leadership, in essence, entails setting a good example. It's difficult to respect someone who expects everyone to arrive on time or work toward a common goal

if that person is unwilling to arrive on time or do their fair share of the work. Rather than talking down to everyone, good leaders frequently set and meet the expected outcomes.

Effective leaders don't come overnight. It is shaped by culture and experiences with different constituents but ultimately getting the job done on a regular basis. But time is on an achiever's side if the accumulation of experience and knowledge in uplifting others and meeting the target is done right. Hence, effective leadership is earned. A sweet product of collective experiences , good and bad, into something that makes the ball rolling smoothly.

Being an effective leaders do not emerge from nowhere. It is shaped by culture and experiences with various constituents, but ultimately it is about getting the job done on a consistent basis. However, time is on the side of the achiever if the accumulation of experience and knowledge in uplifting others and meeting the target is done correctly. As a result, effective leadership must be earned. A tasty concoction of collective experiences, both good and bad, that keeps the ball rolling smoothly.

There are multiple problems that schools and system administrators must consider during times of uncertainty in educational delivery. Overall, COVID-19 has accentuated many of the previously existing obstacles and issues in education, such as learning curriculum for the twenty-first century, disparities, examinations, technology, and investing in teacher professionalism. Education leaders at the school and system levels have the chance to evaluate how to incorporate lessons from the COVID-19 epidemic to reinvent education delivery in ways that are appropriate for the twenty-first

century. They acted promptly in times of crisis and can now take their time reimagining and reshaping the future. Now is the time to rise to the task of educational leadership.