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# The essence of leadership

Trust between leaders and his team vital in any management, says academic

## CALVIN YEO

**KUCHING:** A leader should gain the trust of his team members to be able to lead them effectively, said an academic.

Universiti Utara Malaysia (UUM) vice-chancellor Prof Datuk Dr Mohamed Mustafa Ishak said a leader should also be able to think ahead and have ideas to motivate the team members.

"He or she must know the agenda and objectives of his organisation.

"That is why it is important for any leader to do feasibility studies, whether the idea can be implemented before embarking on it.

"Of course, the leader must have the trust of his members," he said when presenting a topic on "Leadership Management and Human Capital Development" at a three-day Excellent Organisation Management Seminar, organised by UUM here yesterday.

The seminar is aimed at creating excellent work ethics by understanding organisational management approaches and techniques as well as how well to tackle issues at the workplace.

Mustafa emphasised the impor-

tance of any organisation to have a strong leadership, saying failure to have such leadership would lead to its eventual fall.

"Leadership is important. An organisation under a weak leadership which is without credibility will not succeed.

"What is the solution when an organisation is faced with this kind of problem? The answer is to change the leadership," he said.

He said many organisations, including multi-national companies (MNCs), were very careful when it came to recruitment. The MNCs, he pointed out, conducted many stages of interview to ensure that they recruited the right people.

"Interviews should not be treated lightly. It is not enough for an interviewer to just look at the certificates of the applicants.

"He or she may have the degrees required, but the applicant may not have the right character and attitude for the job," he said.

He said certain organisations even conducted aptitude test to ensure that they recruited the best.



**Way forward:** Mustafa delivering his paper during the seminar in Kuching. — ANDRE OLIVEIRO / The Star