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LEADERSHIP TRIANGLE FRAMEWORK

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Abstract

Focusing on the various stages to becoming an expert manager, this paper delves into details as to how a manager could equip himself with skills to lead his team effectively. Being able to rationalize and think critically and being able to analyze the strategic environment are some of the pre-requisites of a successful manager. This paper uses Maslow's Hierarchy of Needs Theory as its edifice to build a new framework called the 'Leadership Triangle'. This newly created framework called the 'Leadership Triangle' studies every organ of the various stages that constitutes to becoming an expert manager and leader. Stages begin with being a beginner manager to progressing to an advanced manager and then an expert. The framework develops a triangle with the beginner being at the lowest level and the expert level being at its apex. For a clearer understanding, this research also briefly discusses the difference between more effective, less effective and efficient manager (Kepner & Tregoe, 1981). To gain a better insight, there is also focus laid on understanding how a good manager must work for his team ensuring his support for his team 24/7 (Townsend, 2007). The above appears paramount to gain that trust, confidence and support from all the members of the team.

The paper finally concludes with discussing the chief areas of difference between a manager and a good leader and further provides a clear insight into how a manager can transform to a good leader by being able to initiate the change and cope with that change. Providing that much-needed motivation, being able to innovate and integrate resources and also communicate clearly the key strategic missions and objectives of the organisation provides a fitting epilogue to this paper.

Keywords: Manager, Expert, Leader, Competent, Leadership Triangle, Communicate, Maslow's Hierarchy of Needs, Strategic Mission and Objectives
