

Best Led Organisations

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Best led organisations are those whose leaders have a clear vision, people who know what needs to be done in order for the organisation to achieve its set objectives. Many organisations that are led by people who are elected or appointed on merit, fail because the person who was elected on the grounds of some kind of popularity, does not match the necessary requirements for a value adding leader.

A good leader is someone who is able to plan for the future, has a clear long-term overview of how to achieve their constructed vision and is backed up by measurable targets that build up to the long-term plan. Whilst best leaders will focus on achieving stated objectives, they become more successful as times go by, and are very creative in resolving the challenges which they come across in their journey to success. As best leaders are innovative by nature, they also inculcate the culture of innovation among their subordinates. Good leaders are always open to new ideas that propel the organisation to greater heights. Below, a few characteristics of good leaders are indicated.

Integrity

*Integrity is making sure that the things you say
and the things you do are in alignment.*

- Katrina Mayer

Best leaders are leaders with integrity, leaders who are able to find a perfect balance between personal ambitions and aspirations on the one hand, and the interest of the organisation on the other. Leaders should be individuals who are not easily swayed by populist talks that do not contribute to the greater good of the organisation.

People of integrity are those who are able to reflect and accept where they have erred and move on. A good leader does not necessarily need to be loved by everyone but should be trusted to deliver on their promises. They should be honest, reliable, transparent, and self-respecting, respecting their

work and themselves as well as respecting the people they are working with and the work environment. A leader of integrity is one who does not easily change his or her plan depending on who they speak to, but will always stick to what they believe in. That trait on its own can be regarded as a product of a critical thinking process.

Set Targets

Goals help you channel your energy into action.

- Les Brown

Best led organisations always have clear set targets that are not influenced by emotion or populism, but concrete realities prevalent within that given scenario. Organisations are able to plan for the short, medium, and long term, and to set targets that are simple, measurable, achievable, realistic, time conscious, and value adding with greater input. Organisations should be able to set targets that are informed by the changing nature of the subject matter at hand. It is important to note that these organisations speak both to the government and business sector. Best led organisations may not necessarily be perfect, but in the greater scheme of things, set targets are achieved. An example of such a best led country which has managed to reform its challenges into opportunities, is Singapore, which has clear set targets as to how it wants to develop itself.

Sound Leadership Skills

*Good leadership consists of showing average people
how to do the work of superior people.*

- John Rockefeller

Organisations that are successful are those that are led by people with sober mindsets, not those that indicate right and then turn left. Politicians that will promise a corruption free, developmental state, with equal opportunities for everyone, should be elected and in return should end up doing exactly what they have promised.

Sound leadership skills require from someone who is bold and sternly decisive enough to appoint or deploy people with necessary skills other than friendship and politically connected accomplices. It requires someone who doesn't waiver in what they firmly and strongly believe in. A sound leader is

capable of equally motivating their team and creating a conducive environment for them to innovate, as well as making their job easier by means of clear and sustainable goals and value adding.

A person who is highly disciplined and ensures that the same discipline becomes part of the culture of the organisation, from top management to the lower level employees, must respect time, comply to deadlines, and always go an extra mile on designated projects. This person should be capable of managing their personal ambitions and greed.

Singapore as an Example of a Best Led Organisation

The task of the leaders must be to provide or create for them a strong framework within which they can learn, work hard, be productive and be rewarded accordingly. And this is not easy to achieve.

- Lee Kuan Yew

Between 1950 and 1960, Singapore was a typical third world country like the countries in Africa. It was a drug infested country where its youth was addicted to drugs, with no prospect of a bright future. However, through sound leadership from people like Lee Kuan Yew and his team, they were able to turn the fate of Singapore around. Crime and all other related activities were the order of the day. Its GDP was extremely low, with the standard of living below minimum. There was hopelessness, as it was written off as a poverty-stricken country with inadequate healthcare facilities.

With no ablution facilities and proper infrastructure for the nation to live in and work, there was no sense of patriotism, trust, and confidence for the people. Protests and gang related violence were the day-to-day highlights. There was no self-respect from the people, as they did not respect themselves enough to even care for the environment in which they were living, as well as their fellow community members. Pollution had also posed a threat due to constant littering by the citizens. There was absolutely no common vision for the country as a whole and no commitment and involvement of the people in the running of the country.

In the 1970s, Singapore, a tiny island, started turning things around. The first thing that the people of Singapore did correctly was to elect a leader whom they could trust and have confidence in as a country. The leadership managed to rally the country around a common shared vision. That same leadership understood the current challenges that they were faced with and the future

needs of the country. Leading a community whose spirit of patriotism was at an all-time high, there was also a spirit of commitment and involvement of the people in all spheres of the decision-making process.

Self- Respect

If you want to be respected by others, the great thing is to respect yourself.

Only by that, only by self-respect will you compel others to respect you.

- Fyodor Dostoyevsky

The level of self-respect among and within the people of Singapore was very high, to such an extent that minimal things like littering was outlawed by the people, being respected by their environment. Drug trafficking and drug abuse almost disappeared off the face of the country. Gangsterism was a thing of the past. Singapore managed to turn its fortune from a third world country into a first world country.

The history of Singapore brings to light how outstanding leadership can change the course of a whole country. Below are some of the attributes of Singapore as a best led organisation:

- ◆ *Meritocracy*: Leaders were elected on merit, and leaders in turn appointed civil servants on merit, not because of nepotism or ideological preferences. They head hunted the best brains that the country could ever produce, to run the country. Leaders were aware of the challenges of the country and its future needs. The leadership showed their dedication of commitment to improve the plight of the people, to motivate the nation to fully support the new movement to a better country.
- ◆ *Pragmatism*: The appointment of people was not based on ideology, friendship, or family relations, but on whether the appointed could do the required job. No specific policy was followed, as they adopted those things that worked for them.
- ◆ *Honesty*: The country was led by people who were honest, who dealt with corruption fearlessly, starting from the top, which boosted the confidence of the public.



ANDRIES NKABINDE was born in Kwa Thema. He joined the liberation movement at a very young age and has participated in the liberation from Cosas student movement actively as a young person. He has held the following roles or positions:

- ◆ Ex- Political Prisoner;
- ◆ Community Activists/ Leader;
- ◆ Convener of zero-hour committee responsible for celebrating luminaries in Kwa-Thema, honoring heroes and heroines of our struggle;
- ◆ BA graduate;
- ◆ Customer Relations Manager at Kwa-Thema Customer Center in the City of Ekurhuleni; and
- ◆ Aspiring Entrepreneur.

