



# Leadership in Information Technology

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## Abstract:

This Paper summarizes about the research study of different leadership styles explained in PMBOK 6e., emphasizing the different styles, characteristics and approaches that may be considered in choosing the different leadership style that can be applicable for the particular project, or may in different circumstances, also may differ from person-to-person.

However, using of these styles may also show the different characteristics relating to the team, leader, organizational and environmental stating the results of its benefits or disadvantages., such as requirements, principles, integrities, determination, structure, forms of work achieved, and also characterizing them in the form of social or economic or political elements. So, one need to make sure about keeping these many things or factors that could be resulting in the different approach of making sure to select the type of leadership that could affect the project, team, expectations, social relationship and many others, in different ways.

## Introduction - what is Leadership?

As I understood, leadership is about leading the team towards achieving the similar vision and making sure to achieve the project successful completion as its being an ultimate goal, for the entire team. Also leadership just doesn't mean that., It also meant in different understandings as to make project complete through others. According to Bridges J. stated that is engaging with more importance on individuals or folks of the team, which is unusually conflicting to the strategic management of responsibilities, which was said by Westland J., (2016) in his blog.

As understood, project leadership involves equally management and leadership or soft skills, which can be said as its moderately science/knowledge and talent. And it was stated by Madison S.(2020)., stated that leaders have more to do than just being managers, as leaders tend to ask more questions keeping the balance of them being the more interested in people than individuals by creating the safe environment for sharing the ideas and workspace, as they have lot of emotional intelligence. Actually, on this



statement I tend to agree in choosing the style of the leadership is so important, that you have to be sure of all the things to make and achieve the project successful actually requires, lots of stuff to be taken care of apart from leading, you have to be more social, interactive, creating good work environment based on every individual where you concentrate of getting the work done rather than micro-management.

**Purpose – Choosing between Transformational along Interactional approach of leadership?**

According to Tang K. (n.d.)..., he stated that interactional leadership is assumed to be on two most different assumptions as everyone in the team is different based on his/her potential and other is making the work environment feasible to everyone. And based on his statements, I could make understanding that the leadership in this style has to understand the situation, formulate his strategy skills and get the larger output from the entire team. I also have understood that I could be more interactional leadership where I could balance both relational and task-oriented leader at the same time, by concentrating and emphasizing to take necessary steps in plans and actions to achieve the goals, and at the same time being on good social relationship making things feasible based on everyone's potential ability,

with valuable communication and respect to each other, by marking a positive impact over the entire project in resolving if conflicts occur.

According to White S.K. (2018)..., the transformational leadership tends to explain those who have enormous visions towards innovation, motivating, encouraging and also inspiring his team towards the newer approach. I would agree to her statement, that I am suitable to see and be transformational to have high visions in understanding the future growth of the project and should be always be ready to take some new challenge that could also achieve the higher project standards by seeing and visualizing the today's world advancements in technology. I would also like to have my team on the same page- equally supportive in getting the expected results, newer transformations, achieving the greater heights in the world of Information and technology-based. And also stated that I could clearly differentiate the priorities, with clear values, and standards, by motivating the team, proper communication, open sessions of knowledge transfer's, and many other stuff's.

And finally two leaderships tend to explain my qualities wherein I am social, visionary, and open to communicate, also express my ideas at the same time. It's important to have a good



relation with your team all the team, as it makes much easier to get the result and work around the road-blocks, keeping the things going and achieving all what we need. It can be quite arguable that you may need to spend more time than usual, if you are trying to be more relational and transformational at the same time. But important is to keep the work environment flexible, innovative, motivate, appreciable, communicative and understand potentials, which is the key to make project success.

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