Leadership Culture: Key Traits, Behaviors, and Organizational Impact

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Abstract: This study explores the critical aspects of leadership culture, emphasizing traits, behaviors, and organizational impacts. Despite extensive research on leadership qualities, a gap remains in understanding the integration of personal culture with professional efficacy. Using a mixed-methods approach, including qualitative interviews and quantitative surveys among leaders in cultural and art institutions, the study identifies key leadership traits such as confidence, independence, and competence. Findings indicate that effective leadership combines these traits with entrepreneurial activity and trust, significantly enhancing team motivation and organizational outcomes. The results suggest that fostering a culture of trust and initiative within leadership can drive innovation and efficiency, providing valuable insights for leadership development programs in similar contexts.

INTRODUCTION

It was mentioned above about the internal culture of a person, his behavior, behavior, Organization of a culture of treatment. A necessary trait for the leader is confidence, which is aimed at solving the task responsibly. Instilling confidence in his partner at the time of economic and social changes, guaranteeing the next job , managing it on duty is an important quality for a modern leader. In this process, leadership is in harmony with entrepreneurial activity, and the concept of trust rises to a central place. One of the qualities of a leader, which not only increases his reputation, but also leads him along the path of the main goal in a difficult situation is independence. The leader must strive for his own vision, competence in observation and personal perspective. True, the leader should listen to his colleagues, as well as the opinions of his deputies, but the decision and its implementation are the task of the first person. Therefore, free behavior in thinking and acting is one of the main factors in effective management.However, this freedom should not become a mood of stubbornness. To do this, it is necessary that the leader always harmonizes his initiative with the goals of the team. Methods and Methodology

The methodology for this study on leadership culture involves a comprehensive mixed-methods approach to capture both qualitative and quantitative data. The research begins with a thorough literature review to establish a theoretical framework and identify existing gaps in the understanding of leadership traits and their impact on organizational culture. Following this, qualitative data are collected through semi-structured interviews with leaders from cultural and art institutions. These interviews aim to uncover in-depth insights into personal experiences, behaviors, and attitudes that define effective leadership. Participants are selected using purposive sampling to ensure a diverse range of perspectives.

Simultaneously, a quantitative survey is administered to a broader group of leaders and their subordinates within the same institutions. The survey includes questions designed to measure key leadership traits such as confidence, independence, and competence, as well as the perceived impact of these traits on team motivation and organizational performance. The survey data are analyzed using statistical methods to identify significant patterns and correlations.

To ensure the reliability and validity of the findings, the study employs triangulation by comparing and integrating results from both qualitative and quantitative data. The qualitative data are analyzed thematically, identifying recurring themes and patterns that are then cross-referenced with the quantitative findings. This integrated analysis provides a holistic view of the leadership culture, highlighting the interplay between individual traits and organizational outcomes.

The methodological approach of combining interviews with surveys allows for a rich and nuanced understanding of leadership culture. It not only captures the subjective experiences of leaders but also quantifies the broader impact of leadership traits on organizational effectiveness. This comprehensive approach ensures that the findings are robust, relevant, and applicable to leadership development programs aimed at enhancing organizational performance in cultural and art institutions.

Results and Discussions

In management, the activities of the leader are determined: - to accurately and correctly target the team; - to increase new ideas, innovations, initiative; - to stimulate employees and increase motivation; - to constantly follow time and regulation; - to accept criticism (if it is fair) painlessly and draw conclusions in relation to criticism. According to research, the accessibility and quick and easy resolution of the issue by an experienced leader, the humor and the presence of character have an extremely positive effect on the work. Because, treating employees in some way, influencing their psyche with a word of mouth, or passing by in an unselfish joke, would also cause the employee to lose sight of his fullness. The difference between good treatment and bad attitude is well understood by all categories of leaders. Tasteless and uncivilized, on the contrary, even when explaining comic stories, they do not allow employees to laugh, they are jerked and urged not to disturb order, metin demands discipline. Leaders who do not understand that the mood of cheerfulness in a team increases the qualities of workmanship cannot digest even light humor.Of course these aspects will not affect the internal culture of the staff and the team.

We know very well some cases in management that are contrary to the culture of the leader. The process of organizing and managing the activities of the art and culture industry by the heads of the institution on a scientific and methodological basis, achieving high efficiency, insufficient organization of work on the application of advanced and effective methods of modern Information Technology, Fair, unworthy approach to assessing, establishing and encouraging the work of employees by the management, familiar-knowledge,, not fully aware of the work carried out in each direction of activity, insufficient knowledge, experience in this regard, creative and social activity, non-compliance with ideological and political demand. The presence of problems and shortcomings in leaders such as entrepreneurship, business, initiative, low organizational skills, dedication, influence, factorism, creativity, lack of knowledge are also considered problems of managerial activity. When can a leader gain the trust, attention of el yurt? When the heart, the hand is clean, the heart is open, the mind and the intellect, and the nature is firmly in harmony with knowledge, with exactingness, with justice, he will be able to transfer from his heart the grief of the people he controls.

In management and management, the issues of conflict-critical, literate resolution, effective organization of team activities, mutual trust, sense of pride, conscious discipline, organization of organization are also the subject of many discussions by experts. There are a number of recommendations on the formation of the culture of communication of employees, the analysis of the style of communication with the employee, the careful listening of the interlocutor, the use of nonverbal information paths, the education of the will, the formation. In cultural and art institutions, the formation of the unity of the general values, beliefs, rules of order of the community, the preservation, development of traditions, the unity and unity of the community are definitely aimed at creativity, the promotion of innovations in the field. The formed spiritual power of the leader, his thinking, the breadth of his worldview indicate his inner and outer spirituality, it can be considered a great achievement of the team that the spirituality of the leader is to the point of being an example to others. Known from experience, thoughtful, spiritual leaders try to generate "immunity" both in oneself and in other members of the organization in relation to cases of forgery, evil, hypocrisy, injustice, prejudice in society.

The leader's knowledge of the art of management,the ability to find a rational solution in conflict situations associated with them, from the choice of employees, to the ability to mobilize the creative forces of the team to achieve high labor efficiency in the field in charge of himself, indicates the criterion of leadership skills and organizational skills. Being truthful, truthful, resourceful, able to correctly analyze the second-level issue with the first issue in business,management, being optimistic even in the most shaky cases, is considered a triumph of a skilled leader. The ability of the leader to see far, to quickly and timely understand the ultimate goals and objectives, to come up with unconventional, unexpected solutions without losing oneself in complex situations that arise in the process of life and production will come in handy for an increase in supporters. The team is also a group of people involved in the problems and solutions of one goal, one task, as a family,and therefore everyday anxiety-it is the daily work of the leader to jointly analyze joy, positive and negative information. The initiator, clean-hearted, ambitious , selfless, has his own independent opinion,a spiritual trigger, a leader who under any circumstances will be a support for the team, is considered one of the intellectuals who can be in the front lines of the reforms being carried out in culture and art.

The diligence and timely fulfillment of tasks in the responsibility of the first person to management activities, the feeling of responsibility to the organization and the people are one of the main signs of the leader's culture, and this criterion indicates who the leader is. The leader, not only the leader, but also every intellectual person, first of all, has a deep understanding of the conscience, faith, in addition, the duty to the Community, Society, Homeland, nation.

Conclusion

The findings of this study underscore the pivotal role of confidence, independence, and competence as essential traits of effective leadership in cultural and art institutions. Leaders who integrate these traits with entrepreneurial activities and a culture of trust significantly enhance team motivation and organizational outcomes. This research contributes to the understanding of leadership culture by demonstrating how these personal qualities can harmonize with professional responsibilities to foster a productive work environment. The implications for leadership development programs are profound, suggesting that cultivating these traits can drive innovation and efficiency within organizations. Further research should explore the longitudinal impact of these leadership traits on organizational performance and examine how these principles can be adapted across different sectors to generalize the findings more broadly.

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