



## Leadership in sports management

Rekha Narwal

Assistant Professor, Physical Education, M.KJ.K. College, Rohtak, Haryana, India

### Abstract

This paper reviews research on leadership in sport and considers the implications of this work in relation to the complex task of effective sports management. Types of leadership are discussed and the good skills of sport specific leadership are also highlighted. Throughout the world, leaders are a small minority within the governing bodies of organized sport. From reading this article, you should understand how an important role leadership plays in sports, the different types of leadership and how each is suitable to different demands and situations.

**Keywords:** leaders, sports management, sports organization

### Introduction

The word "leadership" can bring to mind a variety of images. For example:

- A political leader, pursuing a passionate, personal cause.
- An explorer, cutting a path through the jungle for the rest of his group to follow.
- An executive, developing her company's strategy to beat the competition.

Leaders help themselves and others to do the right things. They set direction, build an inspiring vision, and create something new. Leadership is about mapping out where you need to go to "win" as a team or an organization; and it is dynamic, exciting, and inspiring. Yet, while leaders set the direction, they must also use management skills to guide their people to the right destination, in a smooth and efficient way.

### Leadership: A Definition

According to the idea of transformation leadership, an effective leader is a person who does the following:

1. Creates an inspiring vision of the future.
2. Motivates and inspires people to engage with that vision.
3. Manages delivery of the vision.
4. Coaches build a team, so that it is more effective at achieving the vision.

### Leadership and Sports

Sport Leadership and Management prepare students to succeed in leadership positions in the sport industry (recreational to professional, youth to adult) by providing them with knowledge and skills to critically analyze and innovatively engage in the business and culture of sport. Sports Leadership can be segmented into three primary areas of focus: scholarships to attend camps and college, sports training, and community service. Each focus aims to educate, encourage, and empower individuals to be positively transformed by love through Sports Leadership's staff, board members, and volunteers. Creating teamwork among athletes, organizations, and clients is something that a leader should be

able to do well. Sports managers must be leaders, motivators, and organizers. They should be able inspire people to work together to reach shared goals and experience success as a team. Boosting moral and encouraging teamwork by approaching tasks with confidence, passion, and enthusiasm is the way to set an example as a leader and a team to work together at a level of excellence. Building relationships, empowering team members, creating a common vision, and having fun are all important aspects that nurture teamwork. Be visible and open with your team. Create clear and common goals that can be focused on by all. Interaction and meetings should occur frequently. Listen to concerns and feedback from the team members. Encourage cooperation and regular team building activities and events. Being an excellent leader comes more naturally to some personalities than others, but can be learned over time by practicing and implementing these leadership skills.

Leadership maybe considered as a behavioral process that influences individuals and groups towards set goals. As such, a leader has the dual function of ensuring player satisfaction while steering the individual or group to success. There are three traditional types of leadership used in sports varying from an amateur level up to the elite level

1. Autocratic Leaders
2. Democratic Leaders
3. Laissez-Faire Leaders

Firstly, the Autocratic style of leadership tends to make all the decisions and is motivated to complete the task as quickly and effectively as possible. This style would be most effective when quick decisions are needed for large groups/teams i.e. whole team warm up session, when groups are hostile and discipline is needed, in the cognitive stages of learning (Beginners).

Secondly, the Democratic style of leadership tends to share the decisions with the group and is often ready to delegate responsibility. This style would be effective in a co-active game or when time constraints are not as exacting, personal support may be required, if groups are small and when in the

autonomous stages of learning has been achieved (elite level). Thirdly, the laissez-faire style, the leader will stand aside and allow the group to make its own independent decisions. This style can happen automatically and will result in a loss of group direction if the leader is inadequate.

### **Good leadership skills in sports**

Skilled leaders are able to explain exactly what they need done, using communication that is both clear and concise. They understand to whom they are speaking and know how to tailor their communication for maximum effectiveness. Good leaders are also typically good listeners, and they create an environment that solicits open communication and suggestions from their subordinates.

A sense of humor is an important quality in leaders, as it helps maintain group morale. Leaders must see their groups through a variety of challenging circumstances, not all of which are likely to end perfectly. During setbacks or defeats, good leaders know how to maintain their sense of humor and help team members see the bright side of the situation.

There are following skills of leadership used in sports management.

#### **1. Communication**

Leaders must master all forms of communication, including one-on-one, departmental, and full-staff conversations, as well as communication via the phone, email, and social media.. Leaders should make themselves regularly available to discuss issues and concerns with team members.

#### **2. Motivation**

Leaders need to inspire their teammates to go the extra mile for their organization. There are a number of ways to motivate your players: you may build player self-esteem through recognition and rewards.

#### **3. Delegating**

Leaders who try to take on too many tasks by themselves will struggle to get anything done. These leaders often fear that delegating tasks is a sign of weakness, when in fact it is a sign of a strong leader. Therefore, you need to identify the skills of each of your sports person and assign duties to each sports person based on his or her skill set. By delegating tasks to staff members, you can focus on other important tasks.

#### **4. Positivity**

A positive attitude can go a long way in a sports. You should be able to laugh at yourself when something doesn't go quite as planned; this helps create a happy and healthy work environment.

#### **5. Trustworthiness**

Players need to be able to feel comfortable coming to their manager or leader with questions and concerns. It is important for leader to demonstrate your integrity - employees will only trust leaders they respect. By being open and honest, a leader will encourage the same sort of honesty in teammates.

#### **6. Creativity**

As a leader, you have to make a number of decisions that do not have a clear answer; you therefore need to be able to think outside of the box.

#### **7. Feedback**

Leaders should constantly look for opportunities to deliver useful information to team members about their performance.

#### **8. Responsibility**

A leader is responsible for both the successes and failures of his or her team. Therefore, you need to be willing to accept blame when something does not go correctly.

#### **9. Commitment**

It is important for leaders to follow through with what they agree to do

#### **10. Flexibility**

Mishaps and last-minute changes always occur at work. Leaders need to be flexible, accepting whatever changes come their way.

Similarly, leaders exude confidence and stay calm during trying situations. Leaders understand the influence they have, and realize that their positive outlook and confidence can help the rest of their teams maintain a positive attitude as well.

#### **Conclusions**

The leader of a sports institution knows how to use all the resources he has at hand. He not only administers and controls, but develops and innovates. In the face of the economic crisis, many sports institutions have been able to keep their doors open as a result of a different managerial style. The desired quality a sports institution achieves is a product of the new role the leader has assumed, sports marketing, and above all, the day to day reality of greater cooperation and sense of purpose the institution now experiences. The most successful teams will have a strong leader, the task is clear and understood by the players and there is a positive relationship between leader and players. Successful teams have strong leaders and the importance of this role is evident in all categories of sports. The performance of a leader is very clear in interactive games and during matches. Although less obvious in co-active situations, the leader's contribution to the effectiveness of a team's performance is also influential. Good leadership skills include delegation, communication, a sense of humor and confidence. These skills allow leaders to motivate others around them and keep the group focused. Good leaders understand the strengths and weaknesses of their subordinates, and they know how to delegate tasks to them accordingly. Leaders trust their team members with serious responsibilities, creating loyalty and strength within a group. Truly skilled leaders are also savvy enough to recognize which tasks should not be delegated

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