Importance of Listening in Leadership

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Listening as a Leadership Skill

The leadership communication practices a complete range of communication skills. This skill also overwhelms the interferences and assists in creating or delivering the message. It is assessed that the leaders also dedicate forty-five percent of his or her communication period to listening. Moreover, the role of listening, some individuals are skilled in the growth of their listening skills. Leadership and decision-making are the art of this skill (Scarnati, 1997). Leaders must pursue first to comprehend and after this to be understood (Covey).

Consequences of Poor Listening

Most leaders do not try to listen to others' ideas or problems. Most leaders just develop and make decisions for corporations and adopt the centralization method for the corporation's progress. Several leaders are examples of not listening to their subordinate's problems, and this is the dilemma that creates listening problems for the leaders. The evaluations of the thousands of leaders in the database of CCLs show that several leaders also have the need for growth and development, which directly link to their skills of listening, like dealing with people's emotions, feelings, and values, or accepting criticism as well. In this way, listening is the main part of leadership skills for creating and delivering a message. We also know about the term leadership, and *it's the behavior of a single person that directs the actions of a group to a shared objective*. Many leaders develop their skills in handling other multinational corporations in different fields through this skill. Several leaders migrated themselves from one industry to another, which has differences in the nature of work, the nature of the environment, and the nature of competition on the basis of this skill.

Leadership Experience Across Industries

Industries also get advantages, such as the recruitment of experienced leaders that help in competition. There are many examples of cross-industry migration of leaders. Many leaders also work in different industries. If we look at their background history, we realize that these leaders have different industries and experiences, which are not the same nature of work, but they made their personalities through the development of interpersonal skills, which, importantly, communication skills. At this level, the leader generates their own capability to understand the other's emotions,

feelings, and values, understand the working conditions, and empower the lower level management to participate in the decision-making of the business and also creates skills in their own self to manage different kinds of work at a different level in a short time for the purpose of leading the industry throughout the competition. In recent eras, leadership has been very important in several organizations.

Listening and Relationship Building

The leaders generate the occasions to develop the relationships built on listening. Listening is a multi-dimensional concept that demands further addition to the studies of leadership. Listening deserves appreciation to be deliberate as a significant communication skill because, with the help of this study, effective and efficient leaders are created in the various corporations of the world for the sake of success. Several corporations also built their own leaders for the purpose of global-level leadership. These corporations provide all development courses to their employees for the sake of enhancing their communication capabilities because they face many problems while achieving the corporation's goals. Leaders working in industrial processes are very popular now, and industries are focusing on developing global leaders to achieve the corporation's goals and objectives. Global leaders also focused on several things because of they do not lead a one company, they lead an industry at one time in which these corporations trained the persons through training and development program and through conduction of workshop for the growth of their communication skills.

Leadership Development at General Electric

Previous work shows that listening influences leadership and makes an effective leader (Ames, 2012). General Electric is a big example of leadership. *General Electric* develops leaders into chief executive officers. *General Electric* initiates the corporate learning programs, which are executed in Croton Ville, New York. In this way, *General Electric's mission* for global leaders today and tomorrow is to inspire, develop, and connect the leaders. General Electrics also focuses on doing a good job among people who came through in Croton Ville classes; there is a big multiplier effect. These personalities, after developing themselves, help other persons who could not come to Croton Ville classes. This is General Electric's very meaningful full objective for the development of global leaders (Leadership Program).

Poor Listening and Organizational Failure

On the other side of the same skill are the poor listening capabilities, which lead the corporations toward failure. Workers, employees, colleagues reports and describe the poor listeners on different ways to satisfy their personalities because several leaders want the autocratic leadership, they don't want to make and create a friendship environment. In this environment, they don't listen, and this creates problems in their leadership styles. So, the listening skill is much more important than the

other skills because it is the ability and an essential part of leadership. Most leaders understand the necessity of being good listeners. Through the learning behaviors and skills of active listening, every leader can become a more efficient and effective leader and listener first. To be a strong and good leader, be a good listener first. Then, we can create more influence in the other corporations of the world. We can also use active listening skills with peers, bosses, customers, direct reports, stakeholders, shareholders, and others.