

# Transforming Managers into Leaders: The Importance of Soft Skills



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Soft skills, or people skills, refer to the capability of dealing with people. Why are they important? Because leaders cannot succeed on their own, they succeed only when they are able to influence subordinates, peers, and supervisors.

**Leadership** is required to help organizations survive, grow, and succeed in a changing environment and challenging

times. It is most critical and visible at the top of the organization, but it is also vital at different levels down the hierarchy. Several

organizations recognize this need and invest heavily in training programs to develop leadership skills for their managers.

How are leaders different from managers? While managers focus on fulfilling their job responsibilities in terms of operational activities and functional tasks as mandated by their job role, leaders contribute towards taking the organization to the next level. Managers are necessary for the organizational machinery to run efficiently. Leaders are required to help the organization adapt, innovate, and grow over time. All organizations expect managers to eventually transform into leaders in their given roles.

Certain capabilities that set leaders apart from managers are strategic thinking, a visionary mindset, an understanding of emerging technologies, a spirit of intrapreneurship and innovation, risk-taking ability, and soft skills. Though all these capabilities are important, one of the most underrated is soft skills. Soft skills, or people skills, refer to the capability of dealing with people. Why are they important? Because leaders cannot succeed on their own, they succeed only when they are able to influence subordinates, peers, and supervisors. These employees need to be aligned with the leader to actively and willingly participate in the leader's journey. Some of the critical soft skills that leaders should possess are team management, effective interpersonal communication, and empathy. Let us understand the importance of these skills in influencing employees.

## Team management

In most organizations, leaders manage a team of employees with diverse attitudes, aspirations, competencies, and degrees of interpersonal bonding. To enable the team to collaborate and perform, leaders should be able to help the team stay focused on the collective goal, reach and mentor members, build

commitment, manage conflict, and cater to individual needs. They would also need to network with the senior management or the power centers to highlight the teamwork, negotiate support for the team activities, and ensure recognition for the team performance. All these efforts help build team spirit and motivation.

## Effective Interpersonal communication

Leaders need to be very articulate and transparent in their communication with the employees so that they understand the leaders' vision and expectations from them. They should provide frequent and constructive feedback that helps employees perform and grow. They should also encourage feedback from employees, which helps them improve as a leader. This requires them to be active listeners so that they can identify areas of self-improvement in an open and positive manner. A two-way communication channel also builds trust and respect for leaders.

## Empathy

Leaders need to feel and display care and consideration towards their employees. Every employee has a different personality, strengths, and weaknesses. It is important for



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