LEADER AND COMMUNITY DEVELOPMENT

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Abstract:-

This article focuses on the role of the social leader in developing creativity among the members of society. He asks: When *community leaders start energy projects, what kinds of skills and knowledge practices do they use to enhance individual creativity? Individual creations are usually motivated by social and sustainable motives, and developed by civil society groups. Based on mixed approaches approaches including research interviews and field visits, the article is based on previous literature on community leadership, creativity by individual and specialized literature. Community leadership is analyzed through two deep states of social energy in the state. Research results show that social leadership can help develop creativity, which works in niches and requires care. Community leadership benefits from being an integral part of social networks, common vision and decision-making, but preexisting skills and implicit knowledge also play a role. Community leaders can also help build a niche by working closely with intermediate actors*

SOCIAL LEADER AND HIS CHARACTERISTICS:

As a leadership studies scholar, I often get to explore the many ways that people utilize and think about leadership. My passion for community development often influences that way I think about leadership. I thinking about how they would translate to communities and leaders of community organizations. Below I share my thoughts on these emerging leadership theories and how they may impact communities and community leaders

Increasingly, emerging leadership theories focus on collectivism, connectedness, and seeing our world as a living system. Gone are the days of the solo "hero" leader that sweeps into our communities and community organizations and creates great change and growth. We realize that our world is complex and interconnected, and our communities are becoming equally as diverse and multifaceted. Therefore these new emerging leadership theories will help community leaders think about the future of their communities and help to move their whole communities toward this future.

In order for us to really utilize some of this new thinking it is important for us to let go of past ideas of community leadership and instead embrace new ways of thinking and leading as they emerge [Scharmer, 2009]. Scharmer [2009] told us in his work Theory U that we are at the precipice of an age of individual and collective transformational change. What we need to do is tap into our highest potential and actually learn from for the future- a process he calls emergent learning. This requires "presencing," or having presence in a situation and sensing what is coming. For communities, we must turn our senses to the future of our communities by not just looking at current detriments, but thinking about how to make our communities safe and inclusive for everyone. What will our communities look like in five, ten years? How do we solve those problems today? By paying attention to what is happening and leading for the future, not the past, or even the community of today.

Discussion of findings Findings from this study bring to focus that characteristic in community leaders can contribute or influence the success of community development projects or programmes. Relating to the findings of this study, Fisher [2005] stated that the characteristics of leaders have significant impact on community development, while Schultz [2004] states the importance of leader's characteristics in community development effort. One of the key characteristics as identified is the period at which a leader or individual resides in the area. This finding is supported by Green et al. [1986] and Lawton [2005]. Who state that, permanent residents may be more supportive of community development than seasonal residents. Lawton [2005] also adds that duration of residence in the community plays an important role in supporting community development. According to Kuponiyi [2008], actual participation of community leaders in the execution of community development projects could be a strong indicator for the progress of the project. The success of most community development project depends on community participation that is enabled by the leaders participating in the project. it can be deduced that the level of participation of community leaders is a strong indicator for the success of community development projects.

Similarly, lack of funds was a major challenge faced by community leaders in the course of achieving a successful community development project. Similarly, it has been observed by Ugboh [2007] that insufficient funds have prevented many good ideas that were developed in communities. To a large extent, as found from this study, if community leaders could not access funds it may lead to abandoned projects even as noted in a Ozor and Nwankwo [2008], that there were many abandoned projects in the community as a result of lack of funds to complete them.

It is quite clear that discrimination against women from holding leadership positions will hinder community projects. The findings of Ozor and Nwankwo [2008] confirm strongly that gender bias in community leadership adversely inhibits success in community development projects. But the outcome of studies by, Farinde et aJ [2004]; Ajayi and Otuya [2006] and Zaharah and Abu [2008] indicates that women possess the necessary skills and capacity to deliver good programmes in the community, and effectively accomplish community development projects. In their own studies, Zaharah and Abu [2008] observed that women, leadership relates more to a holistic and bottom-ups' approach in developing the community. This approach has a greater success and impact on community development compared to the top-down approach commonly utilized by male community leaders. In conclusion, both men and women should be involved in leadership roles in community development so that they can complement each other's effort where necessary [Ozor and Nwankwo, 2008].

Furthermore, the importance of including community members in the planning and execution of community development projects. In a similar study by Ogolo [1995], Asnarulkhadi and Fariborz [2009] and Ekong [2010], people participate in developmental projects if they share in the identification of the development priorities, planning and implementation did not show low level of education, traditions and culture pose hindrances to community leader's efforts toward achieving results in community development projects.

THE ROLE OF COMMUNITY LEADERSHIPS IN THE DEVELOPMENT OF SOCIETY AND ITS INNOVATIONS:

As highlighted by previous niche literature, voicing expectations, learning and networking are processes that nurture niche innovations (Smith and Raven, 2012). The role of community leadership might be in those processes in relation to the development of society innovations:

1 Voicing expectations:

Voicing expectations are important elements of niche building, as these processes help to nurture the emerging niche by providing direction for the niche and attracting potential support and resources from external partners [Raven and Geels, 2010]

1. **Learning:**
Learning is another key element of niche development, as both first and second order learning between projects, and intermediaries, aids niche building[Geels and Deuten, 2006]

2. **Networking:**
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4. **Unemployment Solutions:**
Lying on the social leader solution for unemployment is, of course, to create new jobs. Usually, a healthy economic growth rate of 2-3 percent is enough to create the 150,000 jobs needed to prevent high unemployment.[Kimberly Amadeo 2017].

5. **The role of women in economy development:**
Empowering them is essential, not only for the well-being of individuals, families and communities, but also for overall economic productivity, given women's large presence in the workforce worldwide. UN Women supports the leadership and participation of women in shaping laws, policies and..

6. **Raising awareness of moral standards:**
Take to transform social norms to prevent violence against Between community members and women.

7. Community leadership can aid the development of grassroots innovations, which operate in niches and require nur - turing. Community leadership benefits from being embedded into social networks, shared vision and decision making, but pre-existing skills and tacit knowledge also play a role. Community leaders can also assist niche building by working closely with intermediary actors.

8. Highlighting important priorities.

9. Fostering higher moral maturity in followers.

10. Encouraging followers to look beyond self-interests to the common good.

Effective community leadership is increasingly recognised, as an important contributor to local social development. The leadership approach is based on a premise that individual development enhances community capacity. This is accomplished through training that equips people with the tools and understanding of the decision making process and allows their views to be expressed and incorporated into future development and planning. The acquisition of new skills also enhances effectiveness in addressing issues affecting their communities. It should also strengthen the community's capacity to identify opportunities and address crises in innovative ways and creating a vision to guide the change through inspiration, and executing the change in tandem with committed members of a group. leadership serves to enhance the motivation, morale, and job performance of followers through a variety of mechanisms; these include connecting the follower's sense of identity and self to a project and to the collective identity of the organization; being a role model for followers in order to inspire them and to raise their interest in the project; challenging followers to take greater ownership for their work, and understanding the strengths and weaknesses of followers, allowing the leader to align followers with tasks that enhance their performance.

One of the steps the social leader has to promote in order to promote innovation among members of society:

1. **Build-up leadership networks:**
Build up more intuitively understood and used in the leadership development field. The is intended to help individuals better understand how to strengthen, use, and evaluate leadership networks effectively. Leadership networks may be intentionally created, or they may emerge from a strong need or desire among leaders to connect.

2. Excitement spark conversation by encouraging interaction among employees.

3. Excitement and dialogue among the leading crew members, from which innovative ideas are developed and developed among the members of society.

4. Focus on tasks: Leadership is the completion of work - that is all that matters.

5. **Show That You Care**:
When you care about Individuals in the community, they tend to work harder and aim to exceed your expectations. Individuals want to be led by those who genuinely care about who they are and what they represent to the team and organization at-large. Don't just view Individuals as tools and resources for your own success – but as people and valuable assets who bring unique capabilities and aptitudes not necessarily limited to their job functions.

6. **Engage Yourself:**
Beyond caring, engage yourself in matters important to Individuals. When they share their opinions, ask questions and encourage them to elaborate and expand upon their perspectives. When you engage yourself more actively, hold yourself accountable and follow-up with Individuals, they will know that you are listening, paying attention and attemp ting to understand what matters most to them.

7. **Be Empathetic:**
The workplace is fueled with the stress and pressure of each day. Because every to

Individual manages stress and pressure differently, it is important that you are empathetic to how these distractors impact Individual performance.

8. Don't Judge Others

Leaders that judge others are not listening. Too many times leaders make harsh criticisms about those with a different style or approach. Instead of judging someone, they could be learning from them (like my boss did early on in my career)

Conclusions:

This article set out to analyse the role of community leadership in the development of grassroots innovations using community energy. The two in-depth community energy cases, were analysed in relation to how key elements of community leadership [Onyx and Leonard, 2011] manifested in the process of nurturing niche innovations: voicing expectations, learning and networking [Smith and Raven, 2012]

Community projects are not without challenges, especially in terms of funding, maintaining volunteer effort and staining emotional stamina to keep going Furthermore, factors such as local context, pre-existing skills, interpersonal networks and community cohesion all benefit grassroots innovations. This research adds to previous literature on community and grassroots innovations by showing that also community leadership has a part to play in their development Community leadership can be beneficial especially for grassroots innovations such as community projects, which operate in niches. The role of dedicated community leadership is central when project teams seek funding resources, learn new skills and engage with stakeholders activities in which community leaders' practical and tacit skills become useful

Furthermore, community leaders in both projects were able to recognise others' useful skills and utilise those in the projects. The research shows that in addition to practical management skills, tacit knowledge was widely applied by the community leaders, and these skills were also used to aid the processes of voicing expectations, learning and networking. Both community leaders had the ability and confidence to voice expectations about the project's aim and vision, not only to their immediate communities, but also to other actors such as other community groups and intermediaries. Furthermore, they had confidence that their community groups would be able to deliver on those expectations, which is central when projects seek funding from external partners and have to deal also with their expectations.

In terms of learning, both community leaders were active in their quest for finding information about technology options and funding resources, adjusting their projects' expectations and visions in the process.

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