

VISIONARY LEADERSHIP

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Abstract. A visionary leader is someone that encourages, motivates, and creates necessary changes that will make an organization grow. They trust their staff without micromanaging and listen to their opinions and suggestions. Because of these outstanding qualities, a visionary leader can lead different types of teams such as functional, cross-functional, self-managed, and virtual teams. They are able to utilize good communication and build meaningful relationships with their employees. Additionally, they have a fresh mindset to create new ideas, learn, teach and apply the latest technology available to their company. The key for any successful leadership is to be a good communicator, flexible and transparent, qualities present in most visionary leadership types.

Keywords: *leadership, management, business, performance, organization, strategy*

Short Communication

Visionary, processor and operator leaders

Visionary leaders get motivation from foreseeing what a company ought to become in the future. Therefore, they put much effort into cultivating new eras of innovation and development. According to Liao et al. (2019), a visionary leader sees the potential future of their vision with inspiring ability to see possible changes and utilizing relevant dynamic leadership skills. Thomas Edison and Steve Jobs are renowned visionary leaders with exceptional traits associated with creative leadership.

A processor leader creates conditions for other people to succeed with a growth and scalability mindset. According to Knight and Paterson (2018), processor leadership instills efficiency in a company. Therefore, when a firm is ready to tackle a great market, they are advised to bring on board a processor leader. A processor leader is believed to have skills in growth and scalability above visionary leaders. Besides, a processor leader processes information thoroughly and applies the results efficiently until things get done. Therefore, processor leaders help reach maximum potential, spread ideas fully, and achieve productivity to the next level in a company (Beheshti, 2018). Charles Coffin is a renowned processor leader following his machine creation that dominated the global industry.

An operator leader combines the four styles of leadership, which enables an organization, department, division, or team to generate a thriving institution. The operators provide actions other than ideas or opinions to a company. However, the operator depends on visionary and process leaders for opinions. According to Liao et al. (2019), operator leaders include the persons in an institutional environment who are hard to spot due to their task-oriented disposition. Operators are skillful and quickly

achieve what they want since they do the work on their own. An example of an operator leader is Steve Ballmer, renowned for creating a working Microsoft within his business management role.

The distinction between visionary, processor and operator leadership

Visionary, processor, and operator leaders express diversities and similarities in exercising their leadership skills. Visionary leaders operate at 30,000 feet and are most comfortable working with long-term challenges, embracing changes and risks. They often require exposure to feel satisfied and valuable (Cheema et al., 2015). On the other hand, processor leaders thrive on systems and processes, live for data or information processing, base their decision on measurable terms, and follow objective criteria. Operator leaders achieve their roles by finishing the tasks. The operators improvise on the job and complete it fully as ordained by instructors. Second, visionary leaders foresee the future and enlighten stakeholders about future occurrences. Processor leaders use ideas and opinions to provide success to an organization or society. In contrast, operator leaders use actions to complete the activities and help individuals learn from the activities done (Knight and Paterson, 2018).

Visionary, processor, and operator leaders exhibit similarities in their common interest to create a space for change from an existing inferior situation. For instance, visionary leaders predict the future and work on changes to embrace the changes. Similarly, processor leaders aim at creating room for changes shortly. For example, processor leaders have changed industries into more quality and quantity producers in machine creation, unlike before. Correspondingly, operator leaders accomplish the task entirely through instilling manual work to make tasks complete effectively.

Well-known leaders and their leadership styles

The author have encountered visionary, operator, and processor leaders in my daily routine. For instance, politicians form great examples of visionary leaders. The politician predicts future leadership and creates a manifesto to change the future of the citizens (Markoff, 2011). After the election, politicians fulfill their manifestos and establish their expected changes before acquiring a leadership position. In the opinion of the author, where the high school principal utilized processor leadership in his curriculum coordination and implementing appropriate environmental standards. His approaches to different issues aimed to enhance the learning environment for the easier achievement of academic goals. Most of the author's current professors operate similarly, providing guides to develop a productive learning environment. Further, they give test essays to analyze the success rate in every class. The examination helps them ascertain their effectiveness based on the results.

Spending time with an architect once assigned a contract at home exposed the author to operational leadership. In his role, he ensured that the final structure meets the proposed needs through the active involvement of all builders and engineers with a role in the project. The architect built the structure focusing on all processes and systems required to actualize the design with smooth implementation by all departments. *Table 1* is indicate the different applications to each leadership style.

Table 1. Application of the leadership styles.

Situations	Visionary leadership	Processor leadership	Operator leadership
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Management	A visionary leader is required in management situations to mobilize individuals towards achieving the ultimate target of an organization.	A processor leader is required to manage an organization to help place conditions and opinions that lead to a company's success.	An operator leader is required in management to ensure that visionary and processor opinions are put into action.
Solving challenges	A visionary leader solves challenges by prediction future consequences of issues that may arise in the future.	A processor leader solves challenges by creating opinions and ideas about possible solutions for the parties' challenges at a particular time.	An operator leader creates platform such as therapy counseling centers that help the party get the solutions they need.
Risk tasking	A visionary leader helps a party or a firm that wants to take the risk by predicting possibilities of profits or loss from the risk taken.	A processor leader helps the party or firm take risks by creating conditions that ascertain some results and help determine whether taking the risk is worth it or not.	An operator brings tasks into action and highlights how the chosen task leads to advantages or disadvantages to a particular concern.
Empowerment	A visionary leader helps a society empower the less fortunate by predicting the benefits of the results that the community will get in the future.	A processor leader gives ideas, opinions and views about empowerment which changes the society's current mindset, for instance from negative into positive.	An operator leader empowers the less fortunate and allows people to embrace changes from the results of empowerment.
Creative and innovation	A visionary leader predicts specific mechanisms that may change work's future operation and improve the quality and quantity of the organization's work.	A processor leader helps the researchers by giving them ideas on building and structuring existing mechanisms to work effectively.	An operator leader creates a platform for developing new mechanisms, testing and operationalizing them.

Conclusion

According to Gleeson (2016), varying experiences and perspectives on the approach and qualities necessary for effective or visionary leadership. All of these are important and, depending on the environment, may help to empower their teams for success. However, when it comes down to it, a great leader is someone who can get the job done. Interestingly, Gleeson's article collected all this information in partnership with many leaders and found the following: (1) earning the respect of the team: earning

respect is a crucial aspect of a successful leader. This is achieved by showing respect, empathy, and care to those who mean to follow you. Showing empathy permits the leaders to connect with the person and helps you understand the situation; (2) know that your team is the key to your success: this is very important because it places value on the team. You are only as successful as the success and failures of the people around you. Therefore, it is vital to empower them; (3) articulate a clear vision: this section involves having a strategic plan and believing in your team to achieve those plans. Having a leader who can clearly articulate the strategy and help your team achieve those plans is a big part of being a great leader; (4) push people to be their best: great leaders inspire their teams but build their confidence to believe in themselves. To inspire, to lead by example, and push them to be their best; and (5) serve a more significant cause: successful leaders are incredibly ambitious but never for themselves. Instead, they are ambitious and will do whatever is necessary to serve this more significant cause.

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Conflict of interest

The author confirms that there are no conflicts of interest involved with any party in this study.

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