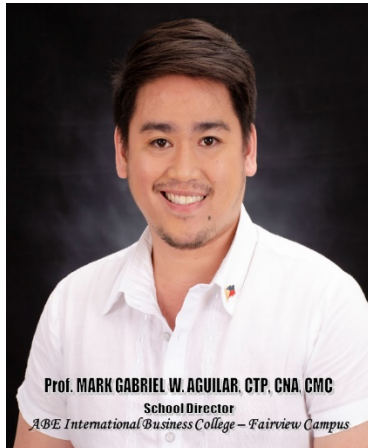


ORGANIZATIONAL PERSPECTIVE TOWARDS SUSTAINABLE AND INCLUSIVE DEVELOPMENT

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“There is no perfect leader, but there is a perfect leadership”, a statement from a friend of mine, Mr. Jonardo R. Asor, during the Supreme Student Council Miting De Avance 2013 at Laguna State Polytechnic University-Los Baños Campus, where we both competed for the Presidency. This statement left a mark on me, and until now, I use it to guide me and have a different perspective towards how I run my team.



7 years has passed, and from that lesson, I was able to come up with my own statement on leadership, that to establish a perfect one, efficiency and effectivity of one's way should be considered. Most people are guided by one principle, that a leader is what an organization needs to be progressive and successful, and not a boss. That a boss leadership approach would not work in any organization. That a leader who says we, will always be better and more acceptable. Most would probably disagree to what I am about to say, but people who will say that a leader approach is what CEOs, Managers, Directors, and Presidents need to apply to achieve optimal results, are ignorant. It is not always like that, bosses aren't always the bad guys, sometimes leaders also fail, and there are also times that a boss ends up successful.

Based on my own experience as someone who has been leading organizations for 10 years now, it is the people of the organization who runs the organization, it is them who leads toward failure or success, the leader is just a mentor, motivator, and a guide to make sure of that failure or success. Basically, it is the people, the members who work for the organization, but it is the leader who work for its people. The industry, therefore, should not have a specific type of leader, thus, a leader should depend his/her approach to the kind of people he/she will be managing. Efficiency and Effectivity evaluation will then follow to know which approach is the most acceptable.



However, according Dylan Moran, one cannot please everyone, which is also a very popular quote to leaders and those dreaming to be one. A leader should be aware that there is no leadership approach without a downside, all has negative and positive sides, it is just measuring which has more negatives and which could bring more positives. One should also be ready for people who will be against his/her ways even it is evaluated as the most efficient and effective, thus, he/she should have the courage to remove people who do not fit in the organization.

Sustainable Development where everyone contributes and benefit from can only be achieved in this way.

Inclusivity can only be achieved if leaders establishes an open work environment where ideas from all the people in the organization disregarding the position are welcome but are assessed for efficient and effective implementation. It may be in the field of research, business, education, public services, and tourism, leadership with a direct engagement with the people would be better than one that is focused on the leader. Indeed, the song entitled: “People Make the World Go Round” by The Stylistics makes sense.