

Schematic Representation of Bridging Artistic Skills and Leadership Styles

Qistina Donna Lee Abdullah, Khashini Devi R. Varatharajoo

Abstract: Leadership in this digital era is currently gaining lots of attention from all over the world including Malaysia. It is like a life to all organizations as it is merely impossible to move forward without leadership. This 21st century world and generation demand for a more different leadership practice which is more flexible. Basically, it all lies in the hands of a leader on how strategic the leadership is going to be and how well a team's talent can be extracted. This paper presents a conceptual framework that studies the artistic skills and leadership characteristics to be included in the leadership styles. This paper also addresses the independent variables and the dependent variables which formed the whole framework. Systematic review methodology is employed whereby data are obtained from evidenced literatures. The justification behind choosing each and every variables are provided based on valid literature sources. Art is being bridged into leadership for a newer change and experience. Explanations are also provided on how this framework actually works. This framework serves as guideline which is applicable to all organizations in the country. The main aim of this paper is to suggest a newer practice of leadership to bring a new and better change to the organization and country.

Keywords: Artistic skills, Behaviours, Leadership, Traits

I. INTRODUCTION

In this fast-paced world, everything needs to be updated and nothing survives based on the past concepts. Leadership is one of them as the success of the organization purely relies on the way it is being led. Malaysia recently had a new change whereby the former Prime Minister, Tun Dr. Mahathir bin Mohamad has again taken the lead. It can be clearly seen that even leadership needs to be new and unique as time goes by. Leadership can be defined as “as a process where an individual influences a group of other individuals to achieve a common goal” (Alkahtani, 2016, p. 24). It is basically a process which includes guiding and mentoring the subordinates to bring the best out of them. Daft (2011) also defined leadership as “an influence relationship among leaders and followers who intend real changes and outcomes that reflect their shared purposes” (p. 5). There are various definitions for leadership. Leadership is not an easy process whereby a leader leads and the followers follow. It is way beyond in which a leader is able to lead the team well. Taking this world into consideration, organizations today definitely is in desperate need of an effective leadership. Thus, it certainly takes an effective leader to do so. A leader here is seen as “architects of the future” and “keeper of the vision” (Bass & Avolio, 1994). A leader needs to be authentic and creative in terms of leading the organization to produce an innovative team. Since leadership is a process of influencing, then a leader is someone who influences the followers to achieve the organizational goals.

Revised Manuscript Received on August 01, 2019

Qistina Donna Lee Abdullah, Faculty of Applied and Creative Arts, Universiti Malaysia Sarawak, Kota Samarahan, Malaysia.

Khashini Devi R. Varatharajoo, Faculty of Applied and Creative Arts, Universiti Malaysia Sarawak, Kota Samarahan, Malaysia.

As mentioned, leadership now demands uniqueness and by incorporating artistic skills is able to bridge that gap in achieving uniqueness. Adler (2006) even proved that this 21st century generation demands for a more artistic approach of leadership inclusive of other aspects as well.

II. LITERATURE REVIEW

A. Concept

Before conceptual framework is being defined, the most underlying basic should be understood first which is concept. Concept is derived from the word conceptual framework in this case. What is a concept in terms of this research? Based on the definition from Longman Dictionary of Contemporary English, it is “an idea of how something is or how something should be done”. It is basically about describing something. Jabareen (2009) has mentioned the definition of concept based on the approach of Deleuze and Guattari (1991) which is “every concept has components and is defined by them” (p. 15). There are several aspects pointed out by Jabareen (2009) in his article on concept:

- a) It is produced from something.
- b) It is related to other concepts as it is originated from other concepts.
- c) Point of coincidence, condensation or accumulation of its own components

This shows that concept is something which did not exist as it alone by itself whereby it is comprised of several elements which make it to exist as one.

B. Conceptual Framework

A conceptual framework is an important aspect of a research as it provides guidance towards completing the research. As mentioned, concept does not stand on its own and is relatable to other concepts. The same thing applies to a conceptual framework. Several related concepts comes together to form an interrelated connection which forms a framework and it is called the conceptual framework. Basically, conceptual framework is defined “as a network, or a plane, of interlinked concepts that together provide a comprehensive understanding of a phenomenon” (Jabareen, 2009, p.51). Conceptual framework is also a product of bringing all the related concepts together to provide a broader understanding of a research (Imenda, 2014). It gives an explanation of the research in a visual form. Imenda (2014) explained further that a research does not offer a complete meaning by just based on one theory. It requires a synthesizing of several views and concepts which then creates a conceptual framework.