

VISIONARY LEADERSHIP IN ENTREPRENEURSHIP

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ABSTRACT

This study aims to determine whether the visionary leadership in entrepreneurship. Leadership is the power of aspirational, strength spirit, creative and moral force that is able to influence the members to change the entrepreneurial attitude. The strength and excellence of the properties of the leader is ultimately a psychological stimulus that can cause a collective reaction of subordinates. Next will come obedience, loyalty, cooperation, and respect of the members of the group to Leader. Leaders must know exactly what you want to achieve (the vision), visionary leaders deeply understand how important it is to engage all stakeholders in entrepreneurship to realize the vision of the future. Implementation of the visionary leader must have competence to carry out a number of missions to achieve their vision, and then the leader must have the number, principles, skills, and characteristics for future more advanced.

Keywords: *Visionary Leadership, entrepreneurship*

INTRODUCTION

Leadership is the process of directing the behavior of others toward achieving a specific goal. Briefing in this case means to cause others to act in a certain way or follow a certain direction. Successful entrepreneurs are leaders who successfully led their employees well. A successful leader if it believes in sustainable growth, increased efficiency and ongoing success of the Company. Employers have leadership principles are different, they develop their own leadership skills according to their individual characters see themselves in advancing the company.

According to Zaid (2011) revealed that nearly 62.5% of the effectiveness of the organization / company can be determined by visionary leadership. The results of this study concluded that the leader must be visionary usually by adopting the vision of a more attractive and effective and articulate followers to enlist the support of stakeholders and directly dedicate themselves to participate in the implementation of the vision they expect helpful

Visionary leadership starts on the inside and out to serve those they lead. Changes character is everything for a true leader. Without a change from the inside without inner peace, without

modesty, absence of strong integrity, durability facing difficulties and challenges, as well as a clear vision and mission, a person will never be a true leader.

Leadership can only be done by a leader, a leader is someone who has the leadership skills, and have the ability to influence the formation / opinion of the person or group of people without asking reasons. A leader is also someone who actively plan, coordinate, and conduct experiments and leading the work to achieve a common goal. In addition, one has clear principles for the future of the organization / entrepreneurship, both visionary leaders have the skills and characteristics of the building's progress.

Visionary Leadership in Entrepreneurship

Vision is capable of changing the integrative produce deeper meaning with a note: should be appropriate for the organization and the right time, according to the history, culture and values of the organization, according to the situation of today's organizations and is able to provide a realistic estimate and informative about what can be achieved in the future, so no driving engine a stronger organization to achieve excellence and success in the future, except: an attractive vision, influence, and can be realized and received widespread support (Andrew, 2009).

According to Kate (2014) states that it is not enough if it only has a vision, because first we need is the focus of which will be devoted to the vision. Then the focus can reflect the situation, it is a basic observation to be made. How the vision can reflect the company's performance. Today, companies require competence in the performance of both expertise / skills and adequate resources to achieve the goal.

Therese (2009) explains that the vision communicate the main points of interest of entrepreneurship and for what stood firm. Basic statement should be short and pointed to the ultimate goal of the company. Leadership with vision (Visionary Leadership) is a leadership that works primarily focused on engineering the future is full of challenges, becoming a change agent (agent of change) are superior and determine the direction of a company that knows the priority, for professional trainers and can guide other personnel towards professionalism expected , Visionary leaders are decentralized Leader requirements, which the organization must display strength and characteristic of the culture of the quality expected.

Entrepreneurial leadership

According to Bennis (1995) says that the vision is a picture of the desired future of the company, as a dream similar to the mission statement, the future outlook is realistic, credible and attractive, and a condition that has a better way than the way there before. Vision connects and emotionally stimulating stakeholders to conduct in the company / organization to be motivated in their work (Yoeli & Berkovich, 2010)

Visionary development as ambitious ideals in a company that is not only done one step, but develop visionary constructed and carried out step by step. When the building is already built and done, the next step they should prioritize the most important and strategically selected. Fully master the principles and actions of entrepreneurial leadership is a process that demands growth in line with the three components, namely an individual's personal development, team effectiveness and organizational change. Leadership wheat entrepreneur is that it evokes the best of each individual, team and organization, remember that the leadership of the entrepreneur is to instill confidence to think, behave and act in ways that entrepreneurial thinking is fully aware of the real purpose and the organization for profitable growth for all stakeholders interests involved. Here are 10 principles and implementation of the principles that teach and foster activities that will develop entrepreneurial leadership attributes for the entire organization.

1. The specific intent (to have a clear goal to be achieved)

Having a clear goal is to have the position, focus, have confidence in their decisions, have the ability to decide, and tough, real success in achieving quality and demands of any goal.

2. Responsible

Instilling true accountability requires regular evaluation. Habits understand the responsibility of what people are thinking and doing is worthwhile. Instilling accountability completely on others in need of praise and regular performance evaluations. These habits will develop a loyalty deeper and greater understanding as a responsibility that we expect from others.

2. Integrity (actual value)

The quality that cannot be ignored is doing the right thing based on the consciousness of honor and respect for others. As well as understand what is right to do and obviously does not have integrity means.

4. The discrepancy (mismatch)

Conformists are not born, they are made. Indeed, the pressure constantly bombarding people with the intention that they be allowed to climb the stairs to the successful reception, coming from all sides, differing only slightly from generation to generation ago.

5. Dare (courage)

When courage against the establishment and the courage to be yourself and follow a path that is believed to be the best is a true force to develop naturally.

6. Intuitive (real decisions)

The decision is actually something that affects the future and success. Some would argue that one of the most important skills in business is to move forward together with others.

7. Patience

Tolerance to something specific for the certainty of the outcome, there is little room for anxiety. Patience is a key foundation in building and maintaining patient relationship. Impatience relationship with the customer relationship. In what you do and have the assurance that everything happens at the right time and the right place.

8. Listen

Listening is important in business, particularly in the three major areas, but rarely do we take the time to them one by one with whoever first touch area has a great responsibility to teach. The second area is for anyone involved in positions of responsibility should always be willing to listen to ideas and thoughts colleagues. The third area relates to listen using a way to recognize the realities in the marketplace.

9. Enthusiasm (spirit)

Optimism and enthusiasm are two relief is unlikely that someone is pessimistic at once enthusiastic. The enthusiasm of the people will be different from the others. However, we will recognize when other people have it. He is passionate in what they do and their confidence spread to others.

10. Service

Service product or idea should create added value, so that success can survive. Entrepreneurial leadership involves the creation of value through the maximum service through a chance / opportunity.

b. World leader in entrepreneurship

Granite (2012) mentions that the visionary leadership skills, namely; (1) the visionary leadership rejected the organization's leadership status quo, because the status quo go and eliminate the desire to improve the institution for the long term. (2) Strategies to meet the demands for a superior institution, then the visionary leadership of trying to unify the vision of the stakeholders. (3) That the said successful visionary leadership, leadership that can create strategies to manage, experiment and innovate.

1. Conceptual Skills

Conceptual skills are the mental capacity to coordinate and integrate all interests and activities of the organization. These include the ability of the manager to see the organization as a whole and understand the relationships between parts interdependent, and obtain, analyze and interpret received from various sources.

2. Human Skills

Human skills is the ability to work with understanding, and motivate other people, either as individuals or groups. Managers need these skills to obtain the participation and leads the group in achieving its objectives.

3. Administrative Skills

Entire administration skills related to planning, organizing, drafting, staff and supervision. These skills include the ability to follow policies and procedures, managing with limited budget and so on. Administration skills are an extension of conceptual skills. The manager carries out the decisions through the use of administrative skills and humanity.

4. Technical Skills

technical skills is the ability to use the equipment, procedures or techniques procedure of certain fields, such as accounting, production, sale or machinery and so on. The concept of entrepreneurship is very strategic approach. Vision is very important to determine where the company's future will be oriented. A leader who has a concept: 1) how to engineer the future to create productive enterprises; 2) to establish itself as an agent of change; 3) position as a determinant of the direction of entrepreneurship; 4) professional trainer or coach; 5) be able to demonstrate the power of knowledge based on professional experience, supported by the cultural characteristics of the work in achieving the objectives set out in the vision and outlined in the mission.

c. Leaders in the field of entrepreneurial characteristics

Characteristics of a leader is to have a vision capable of guiding in managing the company / organization continuously. Presents a visionary dream world as a means future need to respond to that dream company can be realized. Visionaries can inspire, evoke emotion, generate enthusiasm, and inject motivation. Motivation of individuals or groups can lead to a sense of direction, indicating the direction to be taken. In line with the characteristics of integrity is to have the spirit to adapt to the demands of education. This characteristic is the ability to capture the leader of the initiative obstacles into opportunities (Nanus, 1992).

According to Singh (2012) mentions the characteristics of the best entrepreneurial leaders; empowered, knowledgeable, inspiring, visionary, confident, assertive and helpful. While bad leaders; manipulative, selfish, dishonest, approachable, humble. According to Bennis (1995) that the leaders work to manage. The leader's ability to create a vision and translated into reality called visionary leadership is an attractive target, so the commitment of all personnel to make it happen.

Characteristics which must be prepared by a leader in managing the company; First, the Risk Assessors. A very important aspect of entrepreneurship is probably the most misunderstood of all. Many organizations are executives willing to take the risk that presents itself as a breakthrough or opportunity that has never been a business. But without taking the time and effort to thoroughly evaluate the potential pitfalls or explore new ideas, they are not very likely to succeed in their business. In the course of doing business, you're always going to face a number of challenges, problems and situations that require immediate attention, decisions and resolutions.

However, after a careful evaluation there is a lot of risk that is worth taking, especially if the variables they can be inspected and then work out and if the majority of these uncertainties are determined to be good for business. At that point, you have to be willing to be a risk taker, otherwise you will not act in the capacity of an effective entrepreneurial leadership.

Second, Wise, Smart and Accepting New Idea. Most people believe to be smart all there is to be a successful executive - but wisdom, willingness to learn new things and acceptance of reality and perspective are also the qualities needed to win in your entrepreneurial company. Of course, your intelligence, keen insights, and intelligent interaction with others will bring you far throughout your business transactions. Regardless of your position, the current situation is complex and the strength of the pressure-packed you to show mental toughness, awareness of changing circumstances and intelligence about trends.

These attributes will help you earn the respect and trust of your clients and all of your colleagues or Partners. Third, Executive Development Kepemimpinan. Ini still surprises me to hear someone say that leadership is bent only a few people are born with. Yes, it is true that the raw materials and the characteristics of leadership excellence can be difficult to detect or find among any random or unorganized mass of people. Not many people who naturally have the kind of nerve it takes to lead.

However, innovative training programs today easily empower large groups of ordinary people to learn, understand and adopt the fundamentals principles of proven entrepreneurial leadership, training and discipline. Executive leadership skills will serve your efforts when the personal qualities and behavior to help you guide, influence, manage and direct people. This capability will allow you to handle your business affairs with greater ease and positive emotions.

Fourth, An inner spirit to the Company. One of the important characteristics of a successful entrepreneur is the number and scope of enthusiasm, full of their passion for their business. We have seen high levels of this trait emotional in many public services, government and commercial leader who is also a founding member of their organization. There is no executive leadership development or innovative training programs can "teach" you how to have an intense longing and desire for your efforts. You yourself have to own, maintain and enhance the enthusiasm and interest without compromise in your business activities. When you drive, determination and passion reached its peak, you will be well on your way to successful operations and grow your business.

Fifth, Honesty, Integrity, Trustworthy. Every organization is built and depends on positive relationships. Some management experts say that means dedicating entrepreneurial leadership and investment of eighty percent (80%) of one's time in developing, organizing and strengthening relationships with colleagues, customers and other stakeholders

According to Sahu (2014) states that the behavior exhibited by the visionary leader that leads to effectiveness, behavior patterns leader based; characteristics (A) personalities such as intelligence, creativity, honesty, friendliness, confidence, perseverance, patience and tenacity, (b) include leadership behaviors such as listening well. Leaders act consistently, provide feedback, share feelings and expand the support, (c) involving visionary leadership team, and attract the attention and commitment to purpose.

Visionary management clearly to renew strategic options and the company's position in the future to increase the odds. Term visionary leadership of management to respond to the facts of the world and an increasingly complex business environment in the competition. Management strategy is required to address unexpected changes are not the end of the cold war. Because the world is being shaped by new forces, such as globalization and technological development that has not happened before. In each country, the economic and political integration. Changes have occurred with a strong globally, had predicted that the change management opportunities, management visionary, strategic management required in taking a decision by a leader. Management will materialize and be successful, if it can make the best leaders, such as short term, medium term and long term.

Conclusion

Leadership is very influential in entrepreneurship, to influence signage can improve the performance of personnel optimally. Then the leader must have the knowledge and ability to implement visionary leadership. The style of leadership is leadership that can mobilize all the resources of the mission to approach the vision set. Visionary leadership insight to understand the future and have the ability to bring the organization to grow and be able to face all the challenges of the times. In entrepreneurship requires a visionary leader, oriented to the achievement of the vision that has been set to invite all parties to effectively reach out through various programs and activities that are productive. Furthermore, visionary leadership in entrepreneurship has principles, skills and characteristics in the company do.

First, the Visionary Leadership in entrepreneurship should have; 1) specific intent (to have a clear goal to be achieved), 2) Responsible, 3) Integrity (actual value), 4) The discrepancy (mismatch), 5) Brave (courage), 6) Intuitive (actual decision), 7) patience (patience), 8) listen (listen), 9) enthusiasm (passion), 10) the service (service). The world leader in entrepreneurial skills; 1) conceptual skills, 2) human skills (Skills Human), 3) administration skills, 4) engineering skills. Characteristics of a leader is to have a vision capable of guiding in managing the company / organization continuously. Presents a visionary dream world as a means future need to respond to that dream company can be realized. In addition, visionary leadership in entrepreneurship owned; 1) inspector risiko.2) Wise, Smart, Ide Receiving Baru.3) Executive Leadership Development. 4) An inner spirit to the Company. 5) Honesty, Integrity, Trustworthy

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