

## Analysis of Factors of Leadership and Recommendations

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### Abstract

### Original Research Article

The aim of this paper is to present ANALYSIS OF FACTORS including weaknesses OF LEADERSHIP AND RECOMMENDATIONS in emerging markets, taking some companies in Vietnam as examples. By using qualitative and synthesis methods, no matter what point of view, a successful leader must be an individual who is closely connected to the surrounding community. In other words, they must grasp all common development strategies between personal factors and human resources factors. A good leader must clearly know what his mission is and why this organization exists. From their thinking, they must draw goals associated with the long-term development of an organization.

**Keywords:** leadership, ability, factors, recommendations, solutions.

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## 1. INTRODUCTION

There are still several weaknesses in leadership level in developing countries such as Vietnam:

For example:

As for leading and operating their businesses in an empiricist style, they are not truly methodical and professional in leadership.

The strategic points and priority points in leadership work have not been seen.

The nature and importance of specific leadership competencies such as: strategic vision, encouragement, influence, decentralization - delegation of authority, decision making, leadership communication, are not clearly seen. As well as it hard to understand yourself – understand others.

Haven't reached the "art" level in leadership.

## 2. METHODOLOGY

By using description, qualitative analysis including synthesis and inductive methods.

## 3. Main Findings

We will analyze situation in some companies in emerging markets, for instance, in Vietnam:

The company always considers people as the most valuable asset that brings success to the company and how do leaders create a solid trust for employees, create a professional, friendly and creative working environment? Maximum motivation for them to fully develop their creativity, dynamism, enthusiasm and dedication to serve their own work in particular and serve the development of the company. In particular is always considered the core of the company's long-term development orientation.

We Look at example at Phuong Dong pharma company (source: Au Cam Tu, Dinh Tran Ngoc Huy, 2023) and below analysis of weaknesses.

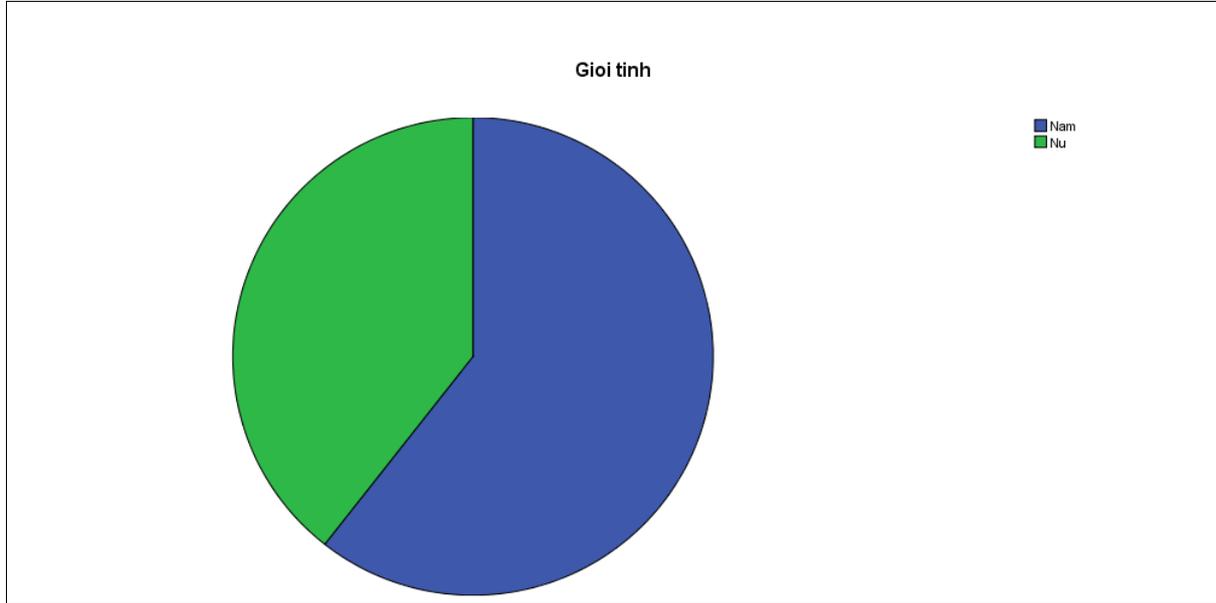
### STATISTICS DATA

Stat description (sample):

Sex

**Table 1**

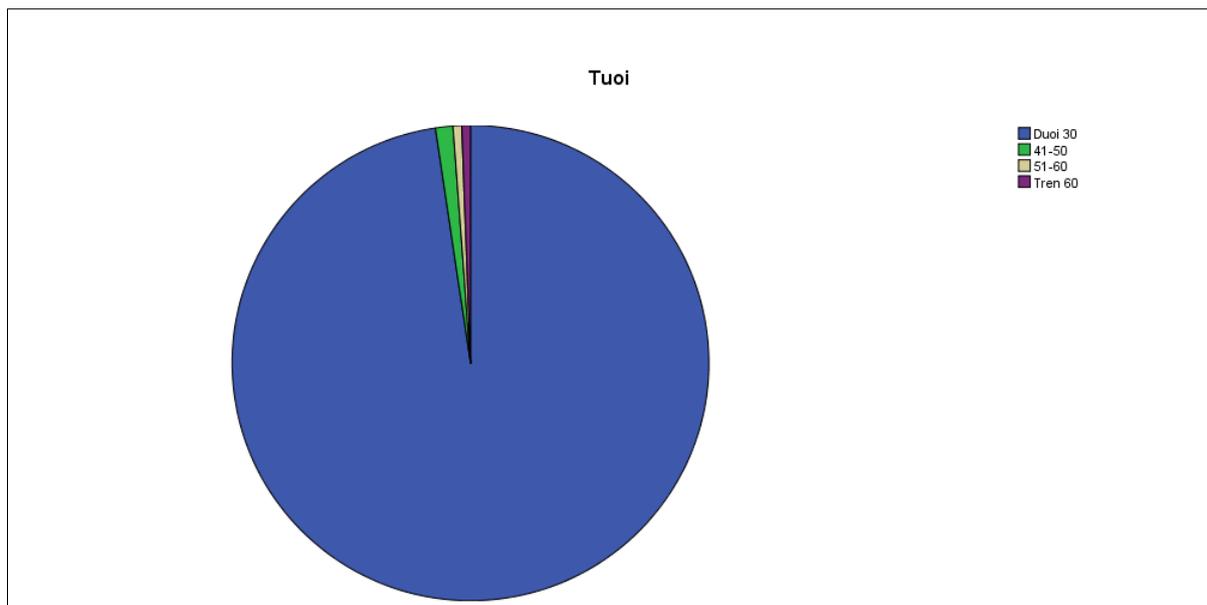
Sex					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	103	60.6	60.6	60.6
	Female	67	39.4	39.4	100.0
	Total	170	100.0	100.0	



**Fig. 1**

**Table 2**

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	< 30	166	97.6	97.6	97.6
	41-50	2	1.2	1.2	98.8
	51-60	1	.6	.6	99.4
	> 60	1	.6	.6	100.0
	Total	170	100.0	100.0	



**Fig. 2**

## Education

**Table 3**

Education level					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Junior school	104	61.2	61.2	61.2
	High school	23	13.5	13.5	74.7
	Middle school	43	25.3	25.3	100.0
	Total	170	100.0	100.0	

## 4. DISCUSSION

### Cause of weakness

In some companies, leadership style is perfectionist, so everything is always aimed at being perfect as much as possible, so when things do not go as expected, the consequences and work pressure will increase.

Always involved in everything, the final decision is always made by GD/CEO. There is no division of the importance of tasks assigned to subordinates to perform on their behalf. The dependence on his decisions has lasted and is deeply embedded in the leadership style and apparatus, so to change this, there needs to be a change in the perception of decentralization and delegation of power from the top leaders.

Taking people as the basis, outstanding leaders know how to help each subordinate determine their own goals and how much effort is needed to achieve results.

## 5. CONCLUSION

The goals set need to be detailed, realistic and measurable. If the intended outcome cannot be measured, it is difficult to know whether the purpose has been achieved. Don't spend a lot of important resources, such as time, money, machinery and most importantly people and their beliefs, pursuing a strategy without knowing if it will actually become successful, realistic or not.

The leader must be recognized by shareholders and all employees as an expert, a master in the art of leadership. Only when the people who work closely with you believe in you absolutely will your subordinates value and admire you.

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