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Leadership and Management Strategies: An Approach to Effective Organization

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Abstract

The study aims to explore leadership and management strategies as an approach to effective organization.

Mixed methods are utilized in the research design which are focused on both quantitative and qualitative processes to include the triangulation process on Focus Group Discussion (FGD). Likewise, purposive sampling is utilized in the selection suitable to the population sample size. The study consisted of One Hundred Sixty (160) respondents only.

Results show that leadership and management strategies that lead to effective organization among the respondents inspire through understandable communication to take and action, motivation and make collective objectives and goals reality, show that relationship building provides a positive interpersonal relationship with high emotional intelligence, control of emotion, reaction, empathetic, and self-awareness of behaviors, show that inspiring communication is succinctly have strong communication skills through vision, direction, idea, emotion, and thoughts, show that critical thinking provides better perspective in potential leadership skills and management process to ensure control and decision-making, show that developing and coaching meet such expectation in terms of success and failure in the organization, and show that collaboration and teamwork foster a better working environment to work together, collective intelligence, harness, and diverse strength to drive for productivity, and problem-solving.

Introduction

Leadership is the capacity to guide and ability to influence the organization while management is the process to control the ability within the organization to obtain the goals and objectives set as part of the strategy function. Though management skills sometimes overlap leadership, it is necessary to identify the distinctions and functions of leadership and management roles in the organization practices (Mallillin, *et al*. 2024) [21]. On the other hand, effective leadership motivates and invests to inspire the members of the team. It defines an expectation for the organization. The leaders or managers are occupied in analyzing the task daily to meet the goals and responsibility in ensuring the delegated works for the expectations and deadlines. It adapts leadership guide and management skills in the organization such as decision-making, problem-solving, strengthening accountability, challenges, qualities, and characteristics (Mallillin, 2022) [16]. It is a competitive leadership and management skills strategy in a dynamic corporate world in the organization. Leadership is a multifaceted concept with complicated phenomena. It is a leadership style to be found in direct organizational performance and management skills. It recognizes the leader's suitable potential for the management impact integration knowledge in the organization (Mallillin, *et al*. 2020) [22]. It requires effort for good leader quality. This is promising to succeed for the leadership philosophies and advocates in skills and strategy's function and process. It is a skill-based leadership ability for a competitive and dynamic process. It develops productive leadership skills to operate effectively in different positions of management. It requires behavior, ability, attitude for a productive role in various kinds of organization. It is the ability for the leader to mindset behavior and attitude competency (Yi, & Zulaikha, 2022, pp. 1-7) [34].

On the other hand, the difference between management and leadership varies. Managers will tell what the employee does. It is the manager's responsibility to delegate the work or task to the members of the team. They ensure the responsibility of the members of the team to understand the task fully. It is all about providing the employee needs, tasks, Mallillin, & Caranguian, (2023, pp. 131-141) [23] and responsibilities to succeed. Managers need to follow the order of their supervisors. Managers execute level positions and work under some supervision to ensure that responsibility Mallillin, & Laurel, (2022) [25] of the tasks are being followed. Managers provide progress and measure to analyze the success of the organization in general. They regularly check the performance and provide necessary feedback for the employee's success and failure. In addition, leaders set such expectations. Employees are looking for their leaders as role models and effectiveness. They can develop expectations for the goals in the organization. Leaders inspire development, growth and innovation. They encourage individual team members to be professionals. They assist to overcome obstacles and challenges and tend to be inspirational in solving issues and problems in the organization. Leaders think that is best in the organization (Mallillin, *et al.* 2023, pp. 1249-1266) [19]. Effective leaders are taking account for the welfare of their team members. They set objectives and goals for the benefits of both employees and the organization. It is a dynamic leadership and management skills in the modern organization world. It examines the methods in addressing the difference between leadership and management skills. It deals with institutional change in dealing with concerns on leadership and management (Ananyi, & Ololube, 2023, p. 178) [2].

Furthermore, how can a manager or leader become effective in terms of skills in organizing, leading, developing, planning, and controlling. These skills need to gain and improve in the position Mallillin, (2017, pp. 58-74) [17] of leadership management. Effective leadership must be detailed to attention. This can help to utilize the point of issues and flaws. Leaders utilize the necessary skills to cope with better solutions and innovation of ideas. Effective leadership needs to have competency in communication skills. It measures the performance of leaders in the organization. It provides challenges in the leadership skills and management skills in the organization especially in the innovation process for the success of the company. It also examines the competency of a leader in terms of self-management, strategic action, teamwork, planning, administration, and communication (Mallillin, & Mallillin, 2019) [26]. This can be both in written or verbal communication skills such as sharing information which typically opens for learning and transparency. This includes effective goal setting to ensure that employees will meet the goals expected in the organization. The leaders also oversee the task and operation of the organization. Leaders also motivate and inspire through interpersonal skills and effective problem-solving skills. It identifies the contribution of the communication skills and competency skills in the management of organization through planning, organizing, caring inclusiveness, communication, interpersonal skills, teamwork, collaboration, engagement, facilitation, adaptability, competency, assessment, and delivery (Mallillin, *et al.* 2023).

Consequently, leadership and management strategy evolve to motivate and retain employees. Employees are working

for leaders who are flexible, empathetic, and authentic in bringing the best among them. The core skills of leadership exhibit human management and leadership function and responsibility (Mallillin, & Caday, n.d.). It allows people to keep engaged and lead for a safe working environment, authenticity, and make sound decisions for the care and interest of the employees. It intricates the leadership skills and management skills strategy in the organization process. It illuminates and draws the critical dynamics in the leadership organizational management. It adapts the organizational culture in an effective and positive leadership. It emphasizes the importance of openness and catalyst to respond in fostering accurate information and trust in the organization (Martinez, Kilag, & Macario, 2023, pp. 454-466) [28].

Finally, the type of leadership skills and management skills are necessary to develop in the organization. This includes the technical skills to meet the needed knowledge through set objectives and goals. Technical skills include the strategies and techniques relevant in understanding the tools required in the organization to the fullest. There is a need to picture the concept skills to build effective plan and action in the organization. It is the critical function of the management and leadership skills to develop problem solving ideas for support and initiative innovation (Mallillin, *et al.* 2022) [27]. People management skills are also needed which is a primary for the goal-oriented action in the organization. It provides strong interpersonal skills for the managers or leaders in the organization to lead, help, motivate, and work well in organization. In addition, the traditional skills for leadership and management skills should constantly be remembered to learn new skills in the evolving world of leadership management. This includes technology, agile management, decision-making, data-driven and purpose-driven leadership. It is a concept which is associated with management and leadership skills and distinction (Collins, *et al.* 2023, pp. 657-677) [8].

Statement of the Problem
1. What are the leadership and management strategies that lead to effective organization?
2. How may leadership and management skills become an approach to effective organization?
3. Is there a significant relationship on the leadership and management skills that lead to effective organization as observed by the respondents?

Hypothesis
There is a significant relationship on the leadership and management skills that lead to effective organization as observed by the respondents.

Research Design
Mixed Methods are utilized in the research design focused on both quantitative and qualitative processes. Quantitative research design measures the leadership and management strategies that lead to effective organization such as relationship building, inspiring communication, critical thinking, developing and coaching, and collaboration and teamwork. Qualitative research design evaluates how the leadership and management skills become an approach to effective organization. This deals with the triangulation or Focus Group Discussion (FGD) process.

In addition, mixed methods incorporate diverse perspectives based on the predefined criteria of the research design of leadership and management skills strategy for effective approach in the organization function and process. It synthesizes the approach for the mixed methods for both qualitative and quantitative research processes. It provides the necessary criteria for mixed methods approach (Griva, *et al*. 2023) [12].

Sampling Techniques
Purposive sampling is utilized in the sampling techniques. It is the process to select the techniques for the suitable sample size and population based on the predefined criteria. It represents the sample size and population to determine the purpose and parameters of the whole characteristics and population of the study. It is a statistical process for the selection of sampling population which is equivalent to the interest and subset of the sampling technique purpose in making inferences and observation of the sample size. Purposive sampling comprises and defines the target population and entity in choosing the objects of the sample population techniques. It frames and defines the sampling techniques probability and category (Obilor, 2023, pp. 1-7) [29].

Participants of the Study
The participants of the study are various leaders in both private and public entities in the business industries to measure capacity in management and leadership skills strategy based on the predefined criteria. They have been into leadership functions for at least 3 years and above. The study consisted of One Hundred Sixty (160) respondents only. These respondents can ensure the validity and reliability as a concrete process for the result of the study.

Procedures
The researcher asks permission from the different organizational business industries in both private and public entities for the possibilities of floating of questionnaires. Upon the approval, the researcher floated the questionnaire. Included in the questionnaire is the waiver and consent for the willingness to participate in the answering of questionnaire. The researcher administers the floating of questionnaire personally until it reaches the number of respondents to ensure validity and reliability of the study. The answers are treated with an utmost confidentiality.

Data Collection and Analysis
After retrieval of the questionnaire, the result of the questionnaires and answers are being analyzed through statistical treatment as follows:
1. Weighted mean is used to measure the holistic point of view of the response of the participant using the 5 Likert Scale as to the degree of acceptance or not in the study.
2. Standard deviation is used to measure the distribution of the response of the respondents as to the group whether heterogeneity or homogeneity result.
3. Z-test is used to measure the significant relationship on the leadership and management skills that lead to effective organization as observed by the respondents.
On the other hand, the qualitative is also used to analyze and evaluate how may leadership and management skills become an approach to effective organization.

Results
1. What are the leadership and management strategies that lead to effective organization?

Table 1: Leadership and Management Strategies for Effective Organization

S. No	Indicators	WM	I	R
1	Leaders must have exceptional communication skills and commanding power.	4.20	SA	3.5
2	It provides constructive feedback among leaders for employees to meet professional growth and opportunity.	3.61	A	12
3	Leaders need to develop critical thinking skills and leadership traits to analyze the judgment and information of challenges effectively quickly in the organization.	4.13	A	5.5
4	Collaboration and teamwork is not about conflict and competition but unity in the accomplishment of tasks and goals to be achieved in the organization.	3.91	A	8
5	It provides an outcome to accomplish with positivity, authenticity, kindness, and compassion.	3.83	A	9.5
6	Leaders develop and coach employees to meet such expectations in terms of success and failure in the organization.	4.24	SA	1.5
7	Leaders inspire through understandable communication to take action, motivation, and make collective objectives and goals reality.	3.37	MA	14.5
8	Critical thinking can build trust and confidence in leadership management skills and strategy in the organization.	4.20	SA	3.5
9	Collaboration and teamwork is coming together as a team, organization, and department to obtain and achieve set goals for the leader to set by example.	3.54	A	13
10	It forms a positive interpersonal relationship with high emotional intelligence, control of emotion, reaction, empathetic, and self-awareness of behaviors.	3.77	A	11
11	Leaders must succinctly have strong communication skills through vision, direction, idea, emotion, and thoughts.	3.83	A	9.5
12	Developing and coaching direct leadership and management strategies to care about career progression, development, and growth.	3.37	MA	14.5
13	It fosters a better working environment to work together, collective intelligence, harness, and diverse strength to drive for productivity, and problem-solving.	4.24	SA	1.5
14	It develops soft skills that serves a better leader to be more human in leadership capacity.	4.00	A	7
15	It provides a better perspective in potential leadership skills and management process to ensure control and decision-making.	4.14	A	5.5
	Average Weighted Mean	**3.89**	**A**	
	Standard Deviation	**0.308**		

Table 1 presents the weighted mean and the corresponding interpretation on the leadership and management strategies that lead to effective organization among the respondents.

It shows that rank 1 is shared by the two indicators which are "Leaders inspire through understandable communication to take and action, motivation, and make collective objectives and goals reality", and "It fosters a better working environment to work together, collective intelligence, harness, and diverse strength to drive for productivity, and problem-solving", with a weighted mean of 4.24 or Strongly Agree which means leadership and management strategies that lead to effective organization is highly observed. Rank 2 is also shared by the two indicators which are "Leaders must have an exceptional communication skills and commanding power", and "Critical thinking can build trust and confidence in leadership management skills and strategy in the organization", with a weighted mean of 4.20 or Strongly Agree which means leadership and management strategies that lead to effective organization is highly observed. Rank 3 is also shared by the two indicators which are "Leaders need to develop critical thinking skills and leadership traits to effectively quickly analyze the judgment and information of challenges in the organization", and "It provides better perspective in potential leadership skills and management process to ensure control and decision-making", with a weighted mean of 4.14 or Agree which means leadership and management strategies that lead to effective organization is observed. The least in rank is also shared by the two indicators which are "Leaders inspire through understandable communication to take and action, motivation and make collective objectives and goals reality", and "Developing and coaching direct leadership and management strategies to care about career progression, development and growth", with a weighted mean of 3.37 or Moderately Agree which means leadership and management strategies that lead to effective organization is limited. The overall average weighted mean is 3.89 (SD=0.308) or Agree which means leadership and management strategies that lead to effective organization among the respondents is observed.

2. How may leadership and management skills become an approach to effective organization?

Table 2: Thematic analysis on themes, response of the respondents, and core ideas on the leadership management skills among the respondents

S. No	Themes	Response of the Respondents	Core Ideas
1	**Relationship Building**	Agree	• outcome accomplishment • positive interpersonal relationships • human leadership capacity
2	**Inspiring Communication**	Agree	• succinctly strong • understandable communication • exceptional communication skills
3	**Critical thinking**	Agree	• development of critical thinking • building trust and confidence • perspective on leadership skills
4	**Developing and Coaching**	Agree	• direct leadership and management • constructive feedback • success and failure
5	**Collaboration and Teamwork**	Agree	• coming together as team • conflict and competition • better working environment

1. Relationship building

Relationship building strives for growth and success of the organization. It is a sustainable achievement for the development and demands for effective leadership capacity and ability. It explores the concept of nurturing and empowering leadership growth and capacity relationships in the organization. It transforms and uncovers the potential of leadership management skills and strategy necessary for the team in the organization to thrive, innovate, adapt the mindset, knowledge and skills. It delves with different approaches and strategies to foster leadership management skills and capacity building relationships such as support systems, training programs, and mentoring. It explores the role of leadership and management strategy skills for resilience and empowerment (Hashimy, *et al*. 2023) [13]. The participants say that:

"It provides an outcome to accomplish with positivity, authenticity, kindness, and compassion". T1-P101 & P32

"It forms a positive interpersonal relationship with high emotional intelligence, control of emotion, reaction, empathetic, and self-awareness of behaviors". T1-P224 & P19

"It develops soft skills that serve a better leader to be more human in leadership capacity". T1-P97 & P76

2. Inspiring Communication

Inspiring communication allows the skills of a leader to clearly define, empower, and inspire the members of the team in the organization. Effective communication or strong communication is necessary and viral in leadership and management skills because it generates rapport, help, encourages collaboration, and builds trust toward a common goal in the organization. It inspires communication on the integral skills to effective leadership. It provides clear communication that offers benefits for leadership management skills in the organization. It keeps the individual aware of the organization goals and expectations for the desired results and delivery. It helps in the increase for work satisfaction, boost confidence, and improve morale. It innovates change and energy for system transformation (Pfeffermann, 2023) [31]. The participants say that:

"Leaders must succinctly have strong communication skills through vision, direction, idea, emotion, and thoughts". T2-P119 & P31

"Leaders inspire through understandable communication to take action, motivation and make collective objectives and goals reality". T2-P102 & P23

"Leaders must have exceptional communication skills and commanding power". T2-P93 & P39

3. Critical Thinking

Critical thinking deals with the ability to address issues in the organization in a productive way, purpose, and reasons. Decisions utilize the approach of critical thinking and approach based on accurate information and objectives related to the situation in the organization. It is a reflection and focused on critical thinking that constantly evaluates the process of thinking and purpose. It requires constant skepticism and good judgment. Critical thinking in leadership and management skills is a composite knowledge, attitude and skills for evaluation arguments, interpretation, deduction, recognition assumption, and inferences. It is the process of improving the system of leadership management skills and success results (Bhutto, *et al.* 2023, pp. 882-895) [7]. The participants say that:

"Leaders need to develop critical thinking skills and leadership traits to effectively quickly analyze the judgment and information of challenges in the organization". T3-P97 & P36

"Critical thinking can build trust and confidence in leadership management skills and strategy in the organization". T3-P89 & P54

"It provides a better perspective in potential leadership skills and management process to ensure control and decision-making". T3-P105 & P41

4. Developing and Coaching

Leadership development and coaching is necessary for the leaders or managers in the organization who are in authority or in position to lead, guide, control, organize, and plan the process. It makes the time to focus for a leader who finds it a challenge in coaching and developing people under his jurisdiction. It is an integral development of leadership coaching. It allows us to explore goals and aspirations, create sustainable behaviors, and develop essential skills in a coaching role. It creates a reflection to enhance self-awareness for developing and coaching in the workplace, where leaders help to identify the strength, weaknesses, and estimation in the organization. It helps in proper execution of the development and coaching experiences for effective leadership style (Zelenin, 2023) [35]. The participants say that:

"Developing and coaching direct leadership and management strategies to care about career progression, development and growth". T4-P121 & P24

"It provides constructive feedback among leaders for employees to meet professional growth and opportunity". T4-P101 & P19

"Leaders develop and coach employees to meet such expectations in terms of success and failure in the organization". T4-P139 & P12

5. Collaboration and Teamwork

Collaboration and teamwork in leadership management strategy provide the managers, staff, and executives for a silos to work together as one team. It helps in the collaboration working area and shares information for the whole responsibility in the organization. It models the traditional organization process to advance technology of leadership and management strategy function. It helps in the control of flow information of leadership and management strategy from good, better, and best. Collaboration and teamwork seek out regular diversity, ideas, and opinion among the team members in the organization. It builds strong techniques and strategies to solve issues and challenges processes (Anshori, 2023, pp. 201-216) [4]. The participants say that:

"Collaboration and teamwork is coming together as a team, organization, and department to obtain and achieve set goals for the leader to set by example". T5-P100 & P41

"Collaboration and teamwork is not about conflict and competition but unity in the accomplishment of tasks and goals to be achieved in the organization". T5-P91 & P40

"It fosters a better working environment to work together, collective intelligence, harness, and diverse strength to drive for productivity, and problem-solving". T5-P112 & P24

3. Is there a significant relationship on the leadership and management skills that lead to effective organization as observed by the respondents?

Table 3: Test of significant relationship on the leadership and management skills that lead to effective organization as observed by the respondents

Test of Variables	Computed z value	Interpretation	Decision
Leadership management skills as observed by the respondents	113.0214	significant	rejected
Two tailed test, with z critical value of ± 1.96 at 0.05 level of significance			

Table 3 presents the test of significant relationships on the leadership and management skills that lead to effective organization as observed by the respondents.

It shows in the table that when the variables are tested, it reveals that the computed z value is 113.0214 which is higher than the z critical value of ± 1.96 at 0.05 level of significance which means rejection of the hypothesis. Therefore, it is safe to say that there is a significant

relationship on the leadership and management skills that lead to effective organization as observed by the respondents.

Discussion

The leadership and management strategies that lead to effective organization among the respondents show that leaders inspire through understandable communication to take action, motivation and make collective objectives and goals reality. It also fosters a better working environment to work together, collective intelligence, harness, and diverse strength to drive for productivity, and problem-solving. It analyzes the style in leadership management skills and relationship knowledge in organizational performance. It also influences the structure of management skills, styles, and performance of a leader (Andrej, *et al*. 2023, pp. 1672-1701) [3]. In addition, leaders must have exceptional communication skills and commanding power. It provides critical thinking that can build trust and confidence in leadership management skills and strategy in the organization. It needs to develop critical thinking skills and leadership traits to analyze the judgment and information of challenges effectively quickly in the organization and provide a better perspective in potential leadership skills and management process to ensure control and decision-making (Mallillin, *et al*. 2024) [21]. It also shows that leaders inspire through understandable communication to take action, motivation and make collective objectives and goals reality and developing and coaching direct leadership and management strategies to care about career progression, development and growth. It specifies the leadership strategy and function in the organization for the success and failure to the fullest. It implements proper techniques and strategies to better enhance leadership and management styles in the organization. It guarantees the outcome and success of the organization. It defines the strategic leadership and management style and execution. It evolves on the proper approach and strategy implementation (Obuba, 2022, pp. 111-139) [30].

On the other hand, relationship building shows to form a positive interpersonal relationship with high emotional intelligence, control of emotion, reaction, empathetic, and self-awareness of behaviors. It provides self-awareness to oversee the effect and influences of the behavior and relationship building of individual people in the organization. It addresses and examines the meaning and practice of self-awareness and relationship building development. It builds and defines comprehensive awareness on the extent of relationship building, measure, and accuracy. It integrates framework and theory process-based leadership and management skills strategy in the organization. It increases mindfulness in relationship building such as feedback and reflection. It provides proper building relationships and implication to the increased areas of self-relation, intervention, tracking changes, and measurement (London, *et al*. 2023, pp. 261-288) [15]. In addition, relationship building provides an outcome to accomplish with positivity, authenticity, kindness, and compassion. It investigates the effect and mediating work-life balance in building relationships among individuals in the organization as the function of leadership and management strategy function process. It balances the relationship between the co-workers' support, supervisor support and job autonomy. It is associated with relationship

building leadership management strategy for effective approach to organization (Rashmi, & Kataria, 2023, pp. 1316-1342) [32]. Finally, relationship building in leadership and management strategy skills develops soft skills that serve a better leader to be more human in leadership capacity. It explores the concept of nurturing and empowering leadership growth and capacity relationships in the organization. It transforms and uncovers the potential of leadership management skills and strategy necessary for the team in the organization to thrive, innovate, adapt the mindset, knowledge and skills. It delves with different approaches and strategies to foster leadership management skills and capacity building relationships such as support system, training program, and mentoring. It explores the role of leadership and management strategy skills for resilience and empowerment (Hashimy, *et al*. 2023) [13].

Furthermore, inspiring communication in leadership and management strategy skills for effective organization is succinctly having strong communication skills through vision, direction, idea, emotion, and thoughts. It includes leaders to inspire through understandable communication to take action, motivation and make collective objectives and goals reality. It is critical in the communication process among people in the organization and wide variety of fields. Inspiring communication in the organization plays a significant role in creating and building trust to lead and empower leaders effectively. It contributes to organizational performance and employee motivation to work. It is a cluster of communication and management development processes. It establishes and develops communication common ground for the benefits of work efforts. It conceptualizes the inspiring communication for a determinant leader and success in the organization (Ganske, & Carbon, 2023) [10]. In addition, inspiring communication in leadership management strategy skills show that leaders must have exceptional communication skills and commanding power. It is intended for the assessment leadership program to retain and ensure quality of leadership in the organization. It includes inspiring communication for effective leadership cornerstone. It assesses and imposes the techniques of communication advantages in the organization (Biggs, *et al*. 2023) [6].

Indeed, critical thinking in leadership and management strategy skills for effective approach in the organization shows to provide better perspective in potential leadership skills and management process to ensure control and decision-making. This includes leaders' needs to develop critical thinking skills and leadership traits to analyze the judgment and information challenges effectively quickly in the organization. It is a knowledge-based process for critical thinking to equip individuals to their task to the fullest. Critical thinking develops a paradigm for the performance of individual employees in the organization. It is the ability to manage the tenets and objectives of critical thinking knowledge and dynamic logical reasoning assessment in the task required in the organization. It is a critical thinking consequence and importance as an indication in the leadership management strategy in the organization (Girinzio, *et al*. 2023, pp. 111-121) [11]. In addition, critical thinking in leadership and management strategy in the organization shows to build trust and confidence in leadership management skills and strategy in the organization. It is a source of information to be performed in the organization. It is a critical thinking process that

addresses the issues and challenges in the organization as part of the strategy in leadership and management. It requires strategy and clarity to enhance better leadership. It organizes the stage of critical thinking process among the leaders in organizational management. It examines the elements and insights of quality trust in the critical thinking process and information management sustainable support of the organization (Huda, 2023) [14].

Notably, developing and coaching in leadership and management strategy skills for effective organization shows to meet such expectations in terms of success and failure in the organization. It becomes interconnected with each for greater ambiguity, complexity, uncertainty, and volatility in the process. It transforms and creates demand for an organizational leader to solve complex tasks in collaboration of the organization to the fullest. Developing and coaching relates with positivity among organizational leaders and management strategy such as performance outcome for employees and any members in the company. It recognizes on developing and coaching in leadership and management strategy skills for effective organization. It develops capability for leadership and management to address the challenges in the organization. It explores proper methods in developing and coaching as to formal training, job assignment, action learning, source of feedback, and mentoring (Fey, 2023) [9]. In addition, developing and coaching directs leadership and management strategies to care about career progression, development and growth. It also provides constructive feedback among leaders for employees to meet professional growth and opportunity. It provides proper feedback on the core elements on developing and coaching in the workplace. It is a cornerstone of effective leadership and management strategy skills. It reinforces the practice of poor performance to be corrected for better improvement from good, better, and best (Rogito, & Makabe, 2023) [33].

Finally, collaboration and teamwork in leadership and management strategy skills for effective organization fosters a better working environment to work together, collective intelligence, harness, and diverse strength to drive for productivity, and problem-solving. It provides leadership skills and innovation in relation to work performance of the employees in the organization. It shows that leadership skills for collaboration and teamwork are properly obtained in technology, information, communication process, creativity, direct skills, and planning. It guides in problem solving and decision making and collaboration through teamwork and building skills. It develops a better work performance in the organization (Anuyahong, *et al*. 2023, pp. 205-217) [5]. In addition, collaboration and teamwork is coming together as a team, organization, and department to obtain and achieve set goals for the leader to set by example. This includes collaboration and teamwork that explores conflict and competition but unity in the accomplishment of tasks and goals to be achieved in the organization. It provides resolution skills in distinct domains. It highlights the significant understanding of collaboration and teamwork to prevent any conflicts and disputes in the organization. It fosters the importance of cooperation and unity in performing the task. It provides constructive feedback for improvement on the strength and weaknesses in the organization as part of leadership and management strategy skills for effectiveness. It encourages open dialogue for better collaboration and teamwork (Adham, 2023, pp. 152-162) [1].

Conclusions
It shows that leadership and management strategies that lead to effective organization among the respondents inspire through understandable communication to take and action, motivation and make collective objectives and goals reality where it fosters a better working environment to work together, collective intelligence, harness, and diverse strength to drive for productivity, and problem-solving.

Relationship building shows a positive interpersonal relationship with high emotional intelligence, control of emotion, reaction, empathetic, and self-awareness of behaviors where it provides outcome to accomplish with positivity, authenticity, kindness, and compassion to develop soft skills that serves a better leader to be more human in leadership capacity

Inspiring communication shows that leaders succinctly have strong communication skills through vision, direction, idea, emotion, and thoughts where they inspire through understandable communication to take action, motivation and make collective objectives and goals reality to have exceptional communication skills and commanding power.

Critical thinking shows to provide better perspective in potential leadership skills and management process to ensure control and decision-making where leaders need to develop critical thinking skills and leadership traits to analyze the judgment and information of challenges effectively quickly in the organization as part of the strategy in leadership management skills.

Developing and coaching show that employees meet such expectation in terms of success and failure in the organization where direct leadership and management strategies to care about career progression, development and growth provides constructive feedback among leaders for employees to meet professional growth and opportunity

Collaboration and teamwork show to foster a better working environment to work together, collective intelligence, harness, and diverse strength to drive for productivity, and problem-solving where collaboration and teamwork is coming together as team, organization, and department to obtain and achieve set goals for the leader to set by example.

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