Today’s Youths are tomorrow’s Leaders

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“Leadership is making people to do what they don’t want to do and liking it”

H. S. Truman.

“It has been accepted as a truism that good leadership is essential to business to government and to the countless groups and organization that shape the way in which we live, work and play. If leadership is such an important factor, the crucial issue is “what makes a great leader” it is the ability to influence a group towards the achievement of goals, the source of this influence may be formal provided by the organization to an individual may assume a leadership rule, as a result he holds management position and power to influence.*1

However, all leader are not managers and all managers are not leaders. Non-sanctioned leadership have the ability also to influence the people outside formal structure of organization. So leadership can emerge with or without formal structure. Leading and managing are not synonymous. One popular way of distinguishing between managing and leading is brought out by French terms dux and rex. Dux is already and an activist, innovator and often an inspirational type and rex is a stabiliser, or broker of manager. Bennies had once commented, “There are many institutions I know are very well managed but very poorly led”.

The literature on leadership voluminous and much of it is confusing and contradictory. There are many approaches explaining what makes leader effective?. Presently we intend to focus on universal personality traits theory. Recently researchers are attempting to identify the set of traits that people implicitly refer to when they characterize someone as a leader. A list of qualities such as intelligent, charisma , decisiveness , strength, enthusiasm, integrity self confidence and so on .

A question very often asked “whether a leader is born or made” ? The answer itself begs another question “ “ Akbar’s son was like Akbar? Churchill’s son became Churchill ?

Kennedy’s son became another Kennedy? And so on. Traits are acquired and can be acquired. If we were to describe a leader based on the general connotation presented, is it possible to isolate one or more personality. Social, political or intellectual characteristics in individuals ? We acknowledge as leader- Mahatma Gandhi, Martin Luther King Jr, Adolf Hitler, Winston Churchill, John. F. Kennedy, General Douglas, Lee Iacoca , Ted Turner, Dhirubhai Ambani , Mother Teresa, Azim Premji, N.R. Murthy and so on. We may Agree these individual meet- with Definition of a Leader.

In “ Insearch of leadership” book authored by R. M. Lala, made an exhaustive study of leaders, of many countries , different walks of life, whether it be business, military, Services or education, Past and presents identifying those qualities which made them to accept as leaders of the day. Many honest attempts was made to list out all such qualities.

Some more qualities identified by other authors including Bhishmapitamah’s pronounced qualities of leadership were added to the list, weeding out common- repeated qualities. The final list is having Forty six truths. The leaders required to acquire some or more these qualities depending upon the particular leadership Assignment he has to discharge influencing followers in realizing the objectives/ purpose in view.

A few observations are –

What makes for great Leadership? Can it be learnt? If so what are the essential value and qualities that go into its making?

By studying the lives, successes and failure of some of the mankind’s greatest leader the author identifies thirteen qualities of leadership.

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Subsequent to globalization, privatization and liberalization, the prevailing scenario offer many challenges and opportunities. The new technology and demography are the two principal drivers of change in the economy with implications for society, public policy and even the
environment in which we will work and live. The leadership has to provide the direction and lead.

There is a paradigm shift the older generation and present generation popularly known as ‘Y’. They prefer fair system, transparency, career growth, challenging assignment, autonomy, flextime, different working style, no bureaucracy - don’t ask to do, tell us what to do, attitude and less of loyalty.

‘Y’ Generation has to move to the next leadership role of their than earlier generation, emphasis on fast paced career growth and leadership priority.

Naturally what are the qualities they should imbibe to lend the team and organization?

“A leader is a leader who develops second line of leadership.” If you want to leave some footprints on the sand of life, don’t drag your feet (A.P.J. Kalam).

In order to prepare today’s youths for tomorrow’s leadership, a questionnaire was designed (as noted above) and administered in four management college in Pune, for students of MBA discipline.

1. Student were briefed the importance of leadership traits, they should enquire.
2. Of the 46- traits initially only ten traits, which they find essential for their present position, to be identified.
3. After identifying those essential traits, they should priorities which 1st, 2nd and so on.
4. The last name, Qualifications, – Urban-Rural, Male-Female also be completed.
5. Please ensure to complete the form as directed for our compliances and analysis of data.

*1- Organisational Behaviour By Rao Rao and Rao
*2. Organisational Behavior By Stephen Robbins

ETHICAL ASPECTS OF LEADERSHIP

Military leadership is different from Ethical leadership the right means, the right ends.

Ethics includes the entire Spectrum of human conduct an integral part of life. Public, business, political, social etc.

Manipulation in every walk of life in the world has brought home to people the importance of ethical leadership in management.

The deceptive part of unethical leadership is it appears to succeed. And if success alone is worshipped, ‘long term principles and interest are sacrificed. Leaders possessing all essential attributes help ethical practices’ “Goodness has its own reward “

The man, the moment and place have to meet for leadership to manifest itself.

Success depends also war – peace – different qualities

Winston Churchill- Asquith-great peace time P.M.
Intelligent-outlook- civic courage.

Leaders can not always choose issues to fight, they are chosen for them.

No one quality is sufficient to carry a leader through career, but combination of qualities and balancing them depending upon the situation.

Gandhi was success? Depends upon the value question holds, for Gandhi the central purpose of life was not success but doing god’s will.

If the cause no highest, (parts, nation) then defeat is the not cause but of ourselves. Gandhi died of disappointment not defeated.

For goodness to succeed, strength of will or purpose, competence, courage required Gandhi-Lincon had it.

Purpose bigger than person man’s character is shoped by reaction to situation – Gandhi-S.A.

Others would have cursed bitterness and obscurity it is not the quality but he react to the situation conduct may be dull or lighten.

‘ Act react on souls’ Henry Drummond

Acts may be good or pseudo goodness (confused) P.G. prefer routine duty to courage and creativity in the end happy with procedure safe formula tern blind eye to justice/uncertainty.

Leader may be successful in attaining objective or not but be recognized for his making impact. Gandhi could collect capitalist, socialist, atheist (Motilal Nehru)

World can’t do without leaders. Somebody needed to govern men, we may not prefect leaders but we must support good qualities. A leader must react people’s emotion. Public courage can put a nation into war.

As there is leader ego there is nation ego. Leader need to be careful or else problem arise.

Leader is democratic or dictator.

Democracy has its constraints but more so its glory. Govt have been ruled by fear and force without moral sanctions, but no govt has ever so lived and thrived.

Moral sanction place reciprocal responsibility / on leaders leadership of the the true man of god is measured by the purity of his life, the unselfishness of his mission and the breath of his outlook. It is not enough to have breadth of vision without the bedrock of moral standards. Leaders needs combination of both.