

LEADERSHIP AS A VISION FOR GROWTH

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Abstract

“A leader is one who knows the way, goes the way, and shows the way.” Complexity in today’s work environments requires leadership defined by a strong foundation in business functions, effective communication skills, and diverse managerial skills. This paper include all important details about what leadership is exactly and how good leadership can take any economy or business at the peak. This is shown by comparing different leadership styles and research about comparison of leadership in India with other countries and differences in growth and success of India and other countries through their leaderships.

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LEADERSHIP

Leadership is a process by which an executive can direct, guide and influence the behaviour and work of others towards accomplishment of specific goals in a given situation. Leadership is the ability of a manager to induce the subordinates to work with confidence and zeal. Leadership is the potential to influence behaviour of others. It is also defined as the capacity to influence a group towards the realization of a goal. Leaders are required to develop future visions, and to motivate the organizational members to want to achieve the visions.

WHO IS AN ETHICAL LEADER?

Dignity and respectfulness: He respects others. An ethical leader should not use his followers as a medium to achieve his personal goals. He should respect their feelings, decision and values. Respecting the followers implies listening effectively to them, being compassionate to them, as well as being liberal in hearing opposing viewpoints.

Serving others: He serves others. An ethical leader should place his follower’s interests ahead of his interests. He should be humane. He must act in a manner that is always fruitful for his followers.

Justice: He is fair and just. An ethical leader must treat all his followers equally. There should be no personal bias.

Community building: He develops community. An ethical leader considers his own purpose as well as his followers’ purpose, while making efforts to achieve the goals suitable to both of them. He is considerate to the community interests. .

Honesty: He is loyal and honest. Honesty is essential to be an ethical and effective leader. Honest leaders can be always relied upon and depended upon. They always earn respect of their followers. .

LITERATURE SURVEY

A Strategy For Steady Leadership in an Unsteady World (HARVARD BUSINESS SCHOOL)

With the events of 2016—Brexit, the election of Donald Trump, threats from terrorists and cybercriminals, climate change—business leaders have entered a new era requiring new ways of leading. Traditional management methods seem no longer sufficient to address the volume of change we are seeing. I label this VUCA 2.0. In a 1998 [report](#) designed to train officers for the twenty-first century, the United States War College presaged a world that is “volatile, uncertain, complex, and ambiguous” —VUCA, for short. VUCA describes perfectly what is happening in the global business world today. Business is not running as usual. Leaders must deal with growing uncertainty, complexity, and ambiguity in their decision-making environments. CEOs have little idea what to expect in terms of health care policy, financial transactions, national security, and global trade—all of vital importance to themselves, their employees, and their stakeholders.

Leadership is all about giving and serving. (BUSINESS NEWS DAILY)

"It is lonely at the top, but that's no excuse for not giving generously of your time, your experience and your encouragement to your team — and never expecting any of that in return. You are the person in the unique position of finding or uncovering strengths in people, leveraging them and celebrating them. If you're going to lead, and lead well, you have to put it all out there every day, regardless of the outcome. Leaders who hold back will eventually hold their teams back." – Tricia Sciortino, president of eaHELP, a provider of virtual assistant services.

RESEARCH METHODOLOGY

Secondary data available in various internet websites, newspapers and magazines is used.

ANALYSIS

Leadership used in India

Vineet Nayar, CEO of the Indian IT services giant HCL, likes to rock the boat. Asked what he wished his greatest legacy to be in five years, Nayar responded without missing a beat: “That I have destroyed the office of the CEO.” He led the charge that gave rise to the company’s bracing motto, “**Employee first, customer second**”—an idea that would give many managers hives. And he invited employees to evaluate their bosses and their bosses’ bosses; then he posted his own review on the firm’s intranet for all to see, and urged others to follow his lead. What’s Nayar up to? Pressed to explain, he told us that he sought enough “transparency” and “empowerment” in the company

that “decisions would be made at the points where the decisions should be made”—that is, by employees, where the company meets the client. He’s doing something right, and, as we found in a yearlong study of Indian executives, his leadership approach is closer than not to the norm among India’s biggest and fastest-growing companies. Leaders at Infosys, Reliance Industries, Tata, Mahindra & Mahindra, Aventis Pharma, and many others, a picture emerged of a distinctive Indian model. . They work to create a sense of social mission that is served when the business succeeds. They make aggressive investments in employee development, despite tight labour markets and widespread job-hopping. And they strive for a high level of employee engagement and openness. This is not to say that Indian firms and their leaders are inordinately virtuous. Corruption and malfeasance can be found in the Indian business community as surely as in any other. Not all Indian executives are saints or sages, just as not all U.S. CEOs single-mindedly pursue shareholder value while ignoring social concerns. Still, the leaders of the most successful Indian companies do engage with their country, culture, and employees in a characteristic way, and this is an important factor in their performance. Their approach is used often enough that, we believe, it constitutes the centrepiece of a clear model—one from which Western leaders can learn. Although India’s competitive environment is relatively new, company leaders have brought to it a long-standing tradition of business largesse—a commitment to social goals fuelled by enlightened self-interest.

LEADERSHIP AROUND THE WORLD

GERMANY: In Germany there is a clear chain of command in each department, and information and instructions are passed down from the top. This does not mean, however, that German management is exclusively autocratic: while the vertical structure in each department is clear, considerable value is placed on consensus. Equally, the German striving for perfection in systems and procedures carries with it the implication that the manager who vigorously applies and monitors these is showing faith in a framework that has proved successful for all.

FRANCE: French management style is more autocratic, though this is not always evident at first glance. In France, the boss seems to have a more roving role than his focused German counterpart, and often appears to consult with middle managers, technical staff and workers – but decisions are generally made by the chief executive and orders are top-down.

JAPAN: Japanese top executives have great power in conformity with Confucian hierarchy, but actually have little involvement in the everyday affairs of the company. On appropriate occasions they initiate policies which are conveyed to middle managers and rank and file. Ideas often originate on the factory floor or with other lower level sources

SPAIN: Spanish leaders, like French, are autocratic and charismatic. However, unlike the French, they work less from logic than intuition and pride themselves on their personal influence on all their staff members. Possessed often of great human force, they are able to persuade and inspire at all levels. Declamatory in style, Spanish managers often see their decisions as irreversible.

USA:

In the US, leadership means getting things done, finding short cuts to prosperity, and making money for oneself, one's firm and shareholders. Chief executives are given responsibility and authority and then expected to act. They seldom fail to do so. Managers are capable of teamwork and corporate spirit, but value individual freedom more than company welfare. They are very mobile. They can get fired if they make mistakes.

RESULTS:

Depending upon the situation, level and analysis of individual, different styles of leadership are used. The growth of economy and overall growth of country depends upon the type of leaders produced by the country. The most developed countries in the world are developed because of their leaders.

India Prime Minister Highlights Frost & Sullivan's #1 ranking of India for Growth, Innovation and Leadership.

Few Examples of successful leaders

1-Narendra Modi

2-Vijay Shekhar Sharma, Chairman & Managing Director - Paytm

3-Rakshit Desai Managing Director, FCm Travel Solutions and Flight Shop

4-Jairam Sridharan, 40 President, Retail Lending and Payments, Axis Bank

As compare to past many years India has touch a good peak of success with good leaders. In countries like USA leadership is advanced to such an extent that it is the most powerful country in the world. India is also becoming a developed nation from a developing nation and this is because of the good leadership qualities of good leaders of India.

CONCLUSION

Management is about getting things done. Leadership is about achieving goals by creating a direction for a business and inspiring employees to take initiative and make the right decisions.

Enterprise managers need the skills to motivate, lead and influence others. Enterprise aims to employ people who can take on a leadership role and help to grow the business for the longer term. Its management and training programmes help to provide employees with the skills necessary to lead others.

This case study illustrates that within a business, there are leaders at different levels within the hierarchy. Depending upon the circumstances, leaders will use different leadership styles.

By developing leaders who are able to make decisions at a local level, Enterprise can respond more closely to customer needs within a competitive service industry. Its high levels of customer service provide it with competitive advantage over its rivals.

Is leadership a vision for growth in India?

Yes it is because when we compare leadership in India with other countries we conclude that India do possess a good leadership style as we discussed various mindsets of successful leaders. If India carry on with a great desire and admire ideas for other countries too India can reach to the peaks of growth.

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