



# Leadership

## Lessons for Aspiring Leaders

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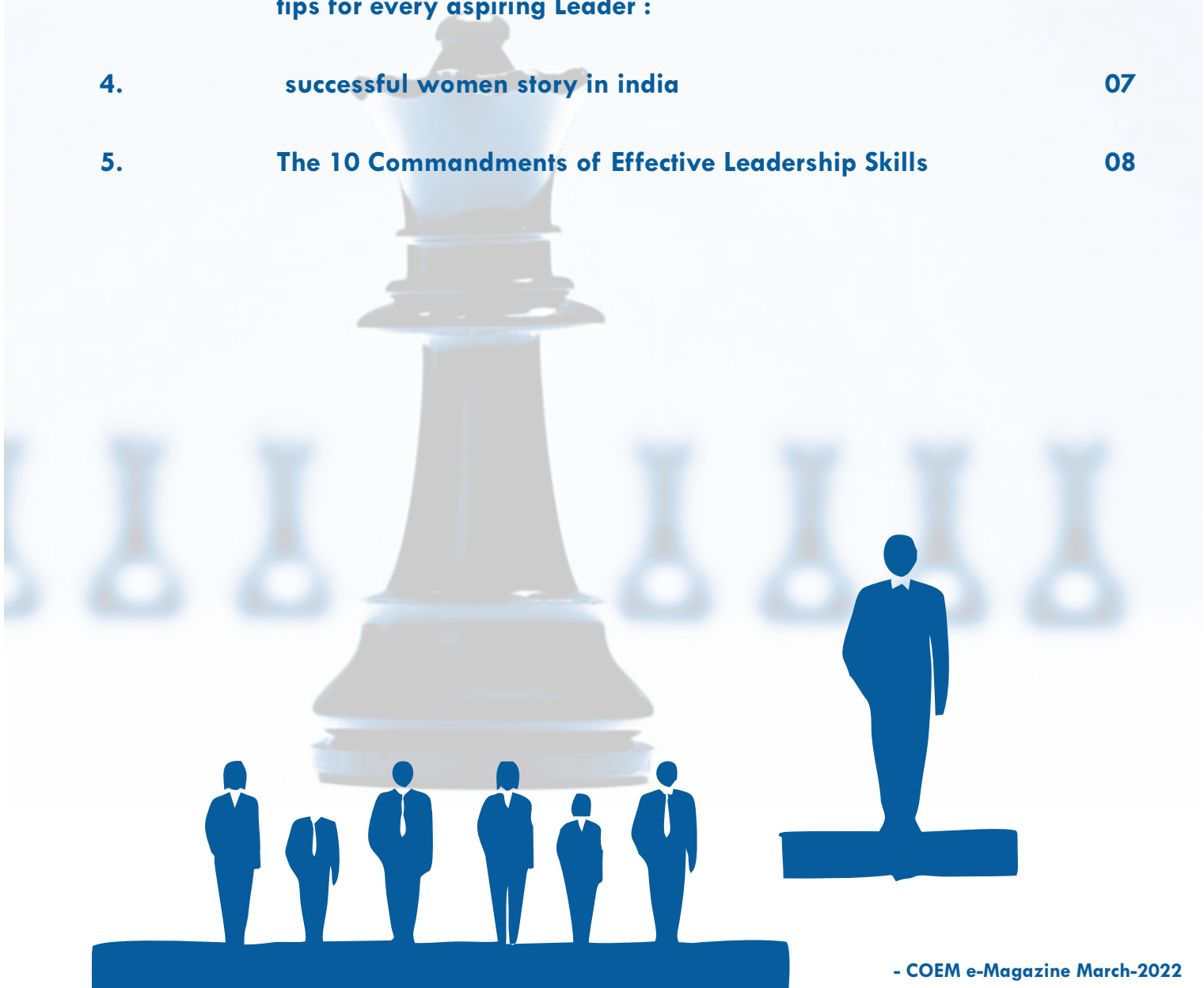
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# Leaders - Help Others, Help Yourself !

To be a successful leader, we need other people's intelligence and other people's cooperation.

We need to be able to attract into our life and work the help, assistance, influence and active involvement of lots of other people in achieving our goals. Let me narrate a funny but interesting story which tells us the importance of being useful to others that makes us lovable & respectable in our organization.

Once a stranded tiger entered the washroom of a corporate office and hid itself in a dark corner. As there was always human movements outside, the tiger was afraid of coming out. Many persons frequented the washroom, but the frightened tiger did not attack any one.

But after four days it could not bear the pangs of hunger and caught the man who went in and ate him up. This man happened to be an Assistant General Manger of the organization, but nobody noticed his disappearance. Since nothing happened by way of attacking, the man-eater tiger became more daring and after two days caught another man and ate him. This man was the General Manager of the organization. Still nobody worried about his disappearance (some people were even happy that he was not in the office).

The next day, the tiger caught the Vice President who was a terror in the organization. Again, no one tried to finish off the tiger. The tiger was very happy and decided that this was the right place for it to live.

The very next day, the happy tiger caught a man who had entered the washroom with a tray of teacups. The frightened man fell unconscious. Within 15 minutes, there was a big hue and cry and everyone in the office was out in search of the missing man. The search team reached the washroom, flushed out the tiger and saved the unconscious man. He was the tea supplier to the office!

The story tells us, it is not the position but usefulness to others that makes one lovable and respectable. We need to realize the fact that, no matter how independent we are as individuals, we depend upon others to define ourselves and create purpose in our lives.

Let me share with you seven things we need to do in an organization which form the basis for effective work relationships. These are the actions we should take to create a positive work environment for people:

**1) Talk about solutions:** not just the problems: Most of the people spend lot of time identifying only problems. That's something any one can do. But the solutions to the problems are the challenge that will earn respect and admiration from team members and leaders.

**2) Never play the blame game:** We tend to alienate team members, subordinates, and people reporting to us. But, we may need to identify who was involved in a problem. We also need to understand about the work system which caused the team member to fail. Instead if we say, it's not my fault and publicly blaming others for failures will earn enemies. These enemies will only help us to fail. All we need is allies at work.

**3) Our communication matters:** If we talk down to another team member, use sarcasm, or sound nasty, others hear us. Once a senior manager of an organization told me, "I know I shouldn't scream at my team member. But, sometimes, they make me so mad. Tell me when is it appropriate for me to scream at the team members?" My answer is simple- Never! Giving respect for our people is a hallmark of our organization.

**4) Don't blind side a team member, manager, or people reporting to you:** If a team member hears about a problem related to him through an email sent to his superior, we have blind sided that team member. It's better to discuss problems with the people directly involved. We will never build effective work relationships unless our team members trust us.

**5) Keep our words:** In every organization, the jobs are interlinked. When we fail to meet deadlines or commitments given, we affect the work of other team members. It's important to keep up our words, and if we can't, make sure all affected team members know what happened. Give a new due date and make every possible effort to honor the new deadline.

**6) Give full credit for accomplishments, ideas, and contributions:** Can we accomplish a goal or complete a task with no help from others? As a leader, how many of the great ideas we promote were contributed by our team members? Take time and energy to thank, recognize, reward the contributions of the team members who help us succeed.

**7) Help other team members to find their potential:** Every team members in our organization has talents, skills, and experience. If we can help them to harness their best abilities, the entire organization will grow. Let's compliment, recognize, praise, and value contributions. By doing this, team members do find and contribute their best.

Like Brain Tracy says, we can accomplish anything we want in life by simply finding ways to help other people to accomplish their goals in life. And the more creative we are in leveraging and multiplying our talents and abilities times the talents and abilities of others, the higher we can rise and the faster we can move forward in our life.

Want to help yourself? Then be ready to help others !

**- TEJAL PHALAK (MBA-I)**

# M. S. Dhoni

## Leadership Lessons of Success



Many of us many a time might have realized that leadership is not about a position but an attitude. It is all about making a difference to one's own self and others. It is an inner shift, a calling, an urge, a pull, a realization and a cause that kick starts the leadership or changes journey for many. Over the years I have looked for a role model, or a story of a leader that is embedded in an experience that is life changing and learning for every aspiring leader. It might be a great idea to draw some lessons from the leadership style of successful people around us from all walks of life.

My search ended the other day in an In flight magazine while I was traveling from Chennai to Portblair. It was an interview with New Youth Icon of our Country, the Captain of Indian Cricket Team, Mahendra Singh Dhoni. Born on 7th July 1981 in a small town called Ranchi at Jharkhand, he announced his arrival into the international arena in 2004-05 with a bang. M.S Dhoni has come a long way with his unique leadership style and aggressive brand of cricket.

Dhoni has made Team India, the best team in the world today with his charismatic leadership. Ever since he became a captain, Team India has performed like a champion in all forms of the game.

A young captain leading a team of youngsters in a game. I am sure, not many hopes were pinned on the team that traveled to South Africa from England, especially after the big three – Rahul Dravid, Sachin Tendulkar and Sourav Ganguly – pulled out of the inaugural edition of Twenty20.

Still, the team led by a Mahendra Singh Dhoni reached the finals to take on arch rival Pakistan. On their way to Durban, they knocked out biggies like England, South Africa and Australia, and even defeated Pakistan in the first round in a bowl-out.

Against Australia and later against Pakistan in the finals, he trusted the inexperienced Joginder Singh to bowl the last over! This too was ignoring the tested bowlers he has in the team.

He displayed tremendous potential of a great leader after he led India to victory in the finals of Twenty20 against Pakistan. The icing on the cake was the triangular series win against Australia in Australia in 2008. And the journey continues with a clean sweep against Srilankan's in their own land.

The first thing he said to Ravi Shastri during the presentation after India won the action packed India-Australia semis was "Before I start Ravi, yesterday I read an article on Cricinfo. It says according to you Aussie's are the favorites. I think me and my boys proved you wrong and I think you are happier than us." In fact when I heard it, I told myself, here is one guy who knows how to touch the right nerve of the people!

After the series win, look at his statement - "It doesn't matter whether people say we are the best team or not or whether we have won or lost the previous match. In every match, one has to start from the scratch. It is important that we carry the momentum in the game. During the series we had the motivation, we had the plans and most importantly we executed those plans well." Doesn't it speak of a great leader?

When Ganguly was playing his last match, as a gesture of respect, or so it was claimed, Dhoni asked Ganguly to take charge of the team when the ninth Aussie wicket fell. Whenever he has an opportunity, he showers his players with praises.

Well, I guess its time for Corporate India to learn from this young leader. In business, most of us with no experience head on against the global biggies, just the way as the Indian cricket team had no track record to back them against in-form teams like South Africa, England and Australia in the Twenty20 Cricket. And the fearlessness and confidence have helped the Dhoni's devils that they are globally the best. That tells us, Dhoni's leadership kit mean a lot for Indian Industry and Corporate Leaders.

I think managing under change is a vital attribute to be learned from the leadership under Dhoni. A good leader doesn't mind going out and exploring. Change in business is very rapid. Platforms, markets, products keep changing, and when change happens, a new and fresh leadership perspective comes handy, just the way it did for a new cricket format like Twenty20, which is a completely new and disruptive change. Dhoni's risk taking ability, inclusiveness and time-pressure qualities are good examples of leaders on the business side.

If you notice, instead of pressing teammates to win, Dhoni told them to just enjoy the game. Also, he has mentioned at several forums that he believes to live in the present and not worry about future or past. That's another management tip. Too much strategizing for the future is not recommendable in a dynamic business environment. Dhoni's leadership style represents teamwork, empowerment and confidence.

Remember, he gave the last over to Joginder Sharma who doesn't have much a track record. But it worked ! This is super critical in grooming people. Most leaders tend to move people who are low on confidence to less complex tasks and away from the limelight. That kills their confidence even further and gives them the impression that the leader has lost confidence in them. On the contrary, by putting such a person in front of a challenging task, it tells the person that the leader has confidence in his/her abilities and will be fired up to put in 120 per cent. This happened with Joginder Sharma in two critical matches, where he was hit all around the ground and still given the last over. He delivered on both instances!

Dhoni's style is not just aggressive, it is more rational. Even in the absence of seniors, he could lead the team to success. This tells us, with a "B" team, it is easy to focus on getting the best out of the team - it gives opportunity and environment for the untested to show themselves and become stars.

Learning from this, even in our business, putting the team before ourselves, and putting the organization before the team, is the single biggest challenge in execution. At the end of the day it is about joining the dots (aligning the strengths and weaknesses of individuals) to work for the team rather than against.

Leaders need to be assertive yet humble and must rarely allow their personal egos to be an obstacle for the success of their organization and that's what M.S. Dhoni showing us through his current leadership style.

Another learning from Dhoni is about, Optimal utilization of resources, which is vital for any business. Instead of giving excuses for lack of best resources, especially with the current scenario economic crisis, it is better to perform in whatever resources a leader has to his disposal. Interestingly, Dhoni never complains about absence of a Sachin or Sourav or Rahul Dravid.

What more Dhoni has exemplified that a leader has to be a consistent performer himself and that is demonstrated in the way he has been entrusted with the crown of captain ship at such a young age.

I also believe, another leaf out of Dhoni's kitty is his 'talent management' skills. He utilizes every team member at his disposal and brings out the best performance whether he is a senior or junior player. He provides opportunity for every team member to prove themselves and contribute to the best of their abilities.

His 'people management' skills tell us, he is truly a great leader. When team members see their leader calm in extreme situations, they will not be rattled. It will enable them to focus on their work and do what is expected of them. Dhoni was always calm - whether the bowler started off the last over in the finals with a wide ball or the batsman played a series of dot balls in a slog over.

### **In short, Dhoni gives the following Leadership tips for every aspiring Leader :**

1. We should be a performer and we should demonstrate the same to our team. Performance is itself the most effective communication down the line.
2. Leader has to be humble in way to consider part and parcel of the team and not above the team.
3. Give genuine respect and trust to the team members.
4. Allow them to experiment and take risk.
5. In case of failure, encourage him / her to introspect and do it next time with more vigour and better planning.
6. Make every one in the team feel that , even though we are leaders, we are just one among them.
7. We should also believe in the ones who failed in the Team. At crucial times a team member who was not able to deliver might do miracles.
8. As a leader, be calm in extreme situations and lead the team from front.
9. Share the credit of success with your team members and praise them in public.
10. Above all believe in every member in the team.

In a nutshell Dhoni's story is all about an ordinary man doing extraordinary things and a role model for every aspiring leader. Each one of us could use this model, pattern and design to create our leadership journey.

Fire in the Belly, Sweetness in Words and a Cool Head, Dhoni has arrived with a New Leadership style.

**- Akshay Shelke (MBA- II)**



# Successful women story in india



Hima Das is the first Indian athlete (sprint runner) to win gold at the IAAF World Under-20 Athletics Championship in 2018, held at Tampere, Finland. Later, she went on to win gold and silver medals at the Asian Games held in Jakarta. She currently holds the Indian national record in 400 meters, with a timing of 50.79s. The daughter of a humble rice farmer near the town of Dhing in Assam, Hima Das became a national phenomenon at the young age of 18. And in 2019, she won 5 gold medals in 20 days!

- July 2, Poznan: 200m gold (23.65 seconds)
- July 7, Kunto: 200m gold (23.97 seconds)
- July 13, Kladno: 200m gold (23.43 seconds)
- July 17, Tabor: 200m gold (23.25 seconds)
- July 20, Prague: 400m gold (52.09 seconds)

- Hima Das

Flight Lieutenant Avani Chaturvedi, a young Indian Air Force officer, became the first Indian woman fighter pilot to fly the 'MiG-21 Bison' solo. The MiG-21 Bison is known for its highest take-off and landing speed in the world at 340 kmph. Avani inspired many young women by making her mark in a field dominated by men.



- Avani Chaturvedi

## Sky Warrior

Kiran Mazumdar-Shaw started her own venture- Biocon in 1978. Today she is ranked 60th on the Forbes' list of most powerful women in the world and is the richest self-made woman billionaire of India. She is currently the Chairperson and Managing Director of Biocon Limited (one of the largest biotechnology/biopharmaceutical companies in India) and the Chairperson of the Indian Institute of Management, Bangalore. She is also a member of the Board of Governors of the Indian Institute of Technology, Hyderabad and has been given due recognition for her achievements from the Government of India, who conferred her with the Padma Shri and Padma Bhushan.

- Kiran Mazumdar-Shaw

Chairperson and Managing Director of Biocon Limited



What started as a humble beginning in New Delhi, is now a well-established brand in 13 countries in South Asia, Southeast Asia, the GCC Region and more recently East Africa. Vandana Luthra is the founder of VLCC which is a prominent health and wellness conglomerate and a leader in the Indian beauty and wellness industry. It also runs the VLCC Institute of Beauty & Nutrition that has become India's largest chain of vocational education academies in the field of beauty and nutrition training. Over the years, Vandana Luthra has received many awards, including the Padma Shri for her contribution to trade and industry. She has also been ranked among the 50 most powerful businesswomen in the Forbes and Fortune list.



- Vandana Luthra

Monarch of Wellness

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## The 10 Commandments of Effective Leadership Skills

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In order to lead effectively in your company, you will have to achieve a certain balance and work on key skills to grow as a leader. These are the top 10 skills you need to consider:

### 1. Adaptation to change

As a leader, you should know how to adapt to both changes and each of the members of your team. You may or may not have a particular personality that will provide you with a certain character, but there are certain social skills that you can learn in order to lead your team more effectively.

### 2. Strategic vision

Effective leaders do not lose sight of the strategic dimension of their business, and this is why you have to invest time to identify threats and strengths that affect your competitiveness. As a leader, you want to be up to date on the news, innovations and transformations in your sector.

### 3. Analysis skills

Effective leadership skills have a lot to do with knowing your own business and being able to analyze the existing relationships among the different departments, as well as the way your employees interact with each other. By analyzing the internal function of your company, you will get the most of your team, optimize your resources and encourage a spirit of cooperation.

### 4. Networking and customer orientation

If there is something that a business should care about, that is the customers. Your leadership role should be focused on meeting their needs so that you can ensure your company's growth in the medium and long term. Watch your public image and work on developing a professional network (networking) that will multiply the chances of success for your business.

### 5. Optimization of resources

Effective leadership skills are supported by an appropriate use of material, human and financial resources, so that results are obtained in the most efficient and optimized way.

### 6. Effective communication

It is impossible to lead efficiently if you don't work on your Communication skill. Here, your listening skills and your expertise when transmitting the messages to your team both come into play. The key is to communicate transparently and clearly.

### 7. Conflict management

If you are a leader, you have a responsibility not only to solve the conflicts that will be inevitably generated within your team, but also to be able to detect them before it is too late to fix them. In conflict resolution it is essential to know your peers. Ask, listen to different versions, show empathy and act with justice.



### **8. Delegate and encourage teamwork**

Your effective leadership skills will be better the more you encourage teamwork and delegate certain tasks to the right person. Delegating effectively will help develop the potential of your team members and increase the confidence and sense of belonging of the group.

### **9. Emotional intelligence and positive attitude**

Among the most important personal skills a leader should have are definitely those that favor self-leadership: a good leader must be a person with a positive attitude and emotional intelligence, who will manage stress well and accept constructive criticism. Building confidence and keeping optimism alive will get you out of tense situations and it will be especially valuable to develop and improve the skills of your team.

### **10. Productivity and time management**

Do not try to lead effectively if you don't know how to schedule your day for it to be productive. Learn to prioritize your tasks, set and define goals, meet deadlines and, in short, keep your stress under control and modify your habits for efficient time management.

**- Divya Dhake (MBA-I)**





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