

Leadership is not magnetic personality--that can just as well be a glib tongue. It is not making friends and influencing people --that is flattery. Leadership is lifting a person's vision to higher sights, the raising of a person's performance to a higher standard, the building of a personality beyond its normal limitations.

-[Peter Drucker](#)

Leadership

-mind that dares to dream

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Leaders –

Are they

DIFFERENT

Creatures?

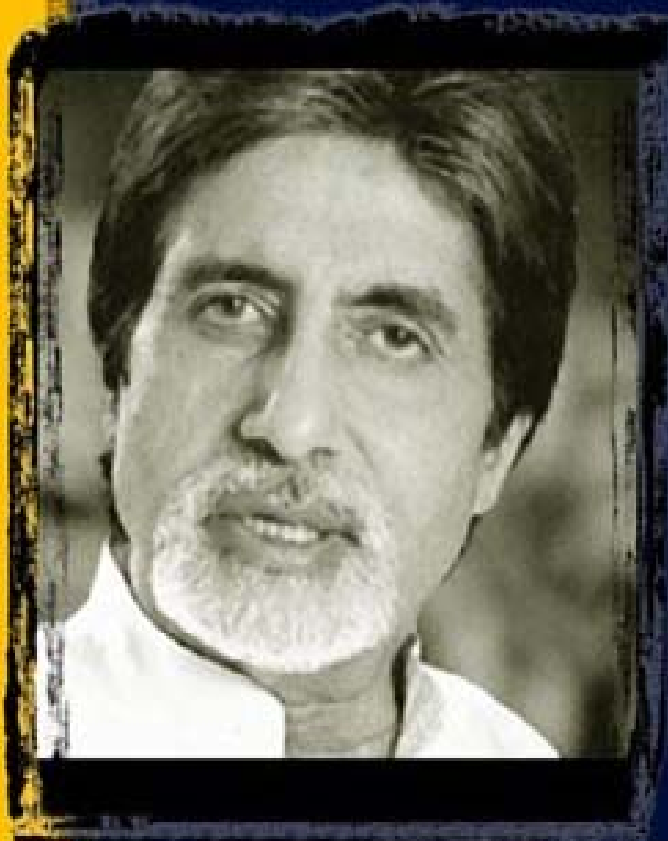
Leadership is the wise use of power. Power is the capacity to translate intention into reality and sustain it.

- *Warren Bennis*





**A candidate for a
news broadcasters post
was rejected because of his voice.
He was also told
that with his obnoxiously long name,
he would never be famous.**



**He is
Amitabh Bachchan.**



Leaders learn by leading, and they learn best by leading in the face of obstacles. As weather shapes mountains, problems shape leaders.

- *Warren Bennis*



A small boy- the fifth amongst seven siblings of a poor father, was selling newspapers in a small village to earn his living. He was not exceptionally smart at school but was fascinated by religion and rockets. The first rocket he built crashed. A missile that he built crashed multiple times and he was made a butt of ridicule. He is the person to have scripted the space Odyssey of India single-handedly.





**He is
Dr. APJ Abdul Kalam.**

FINALLY...

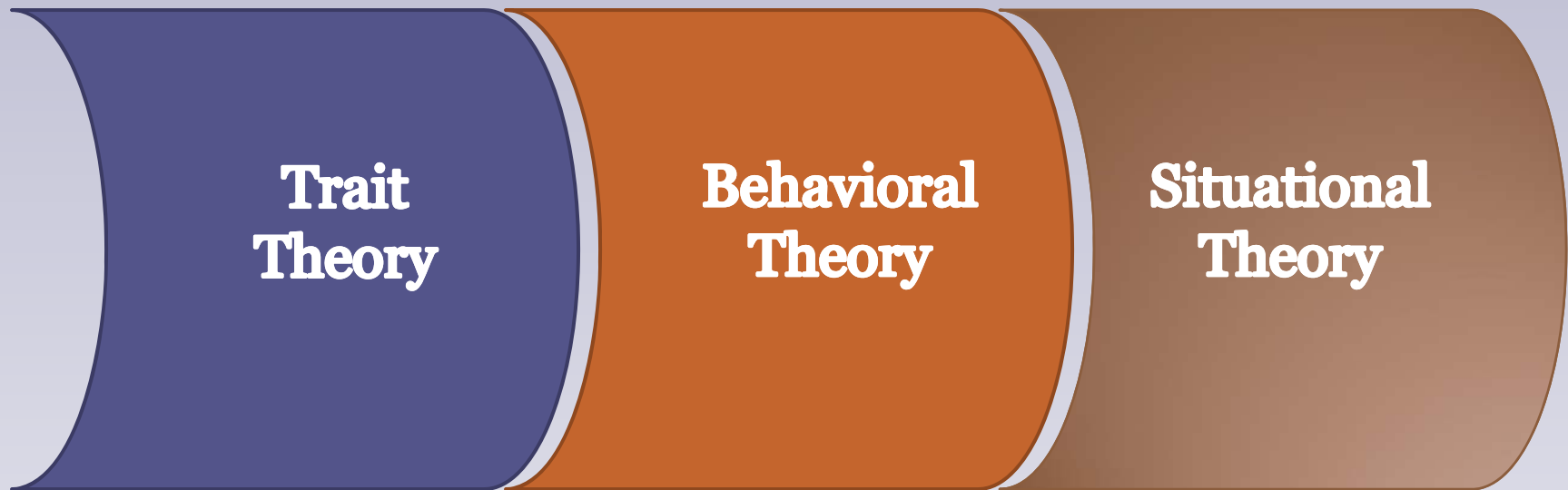




A leader is a
dealer in hope

Napoleon.

Leadership- Theoretical Snapshot



Trait Theory

- **Leaders are born, never made**
- **Leadership is inherited**
 - Desire to lead
 - Decisive, Dependable & Dominant
 - Honesty and Integrity
 - Self Confidence
 - Intelligence
 - Adaptable to situation
 - Ambitious and achievement oriented
 - Energetic, Persistent
 - Willing to assume responsibilities



Trait Theory by *Warren Bennis*

Management of **Attention**

Management of **Meaning**

Management of **Trust**

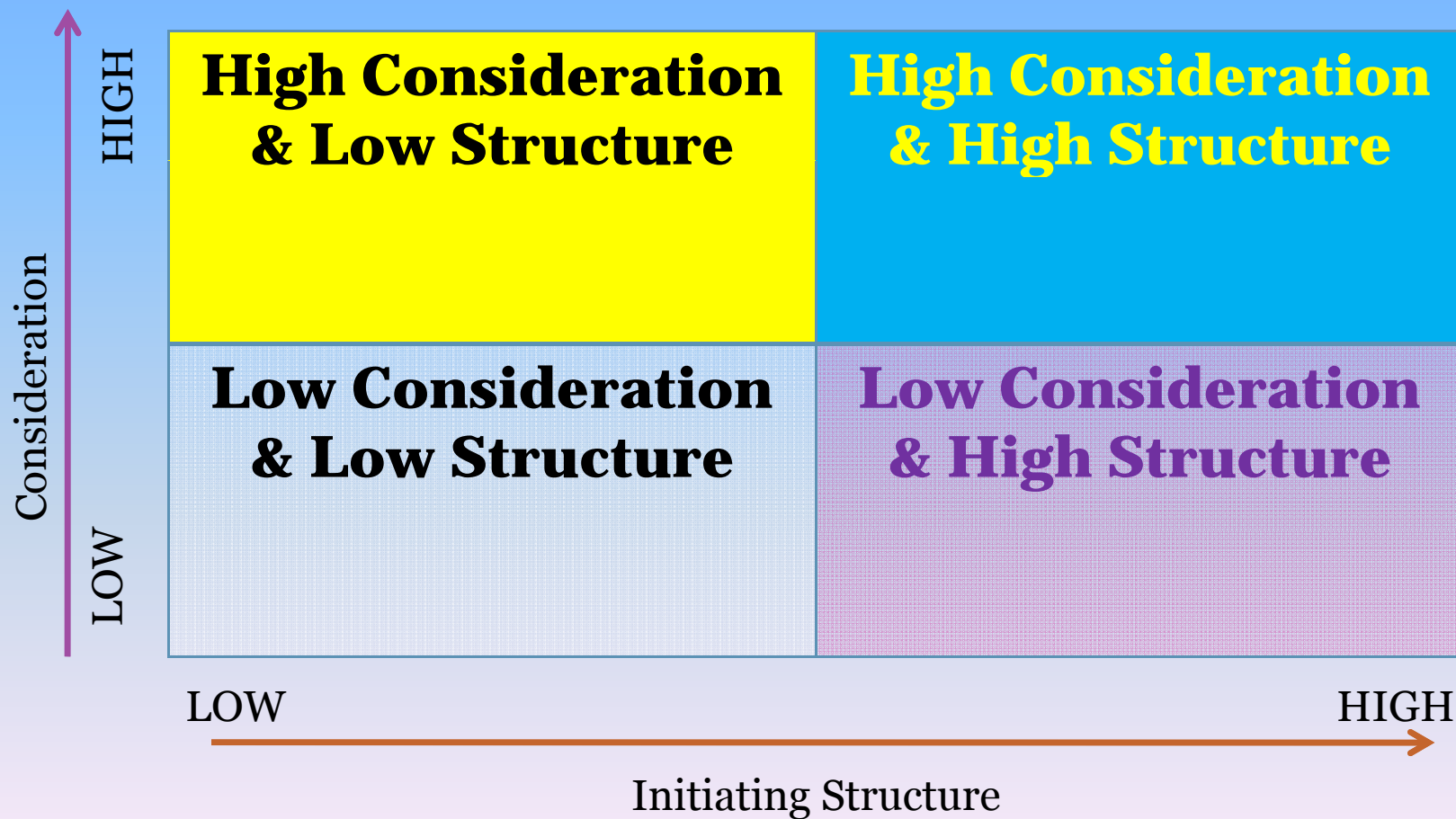
Management of **Self**



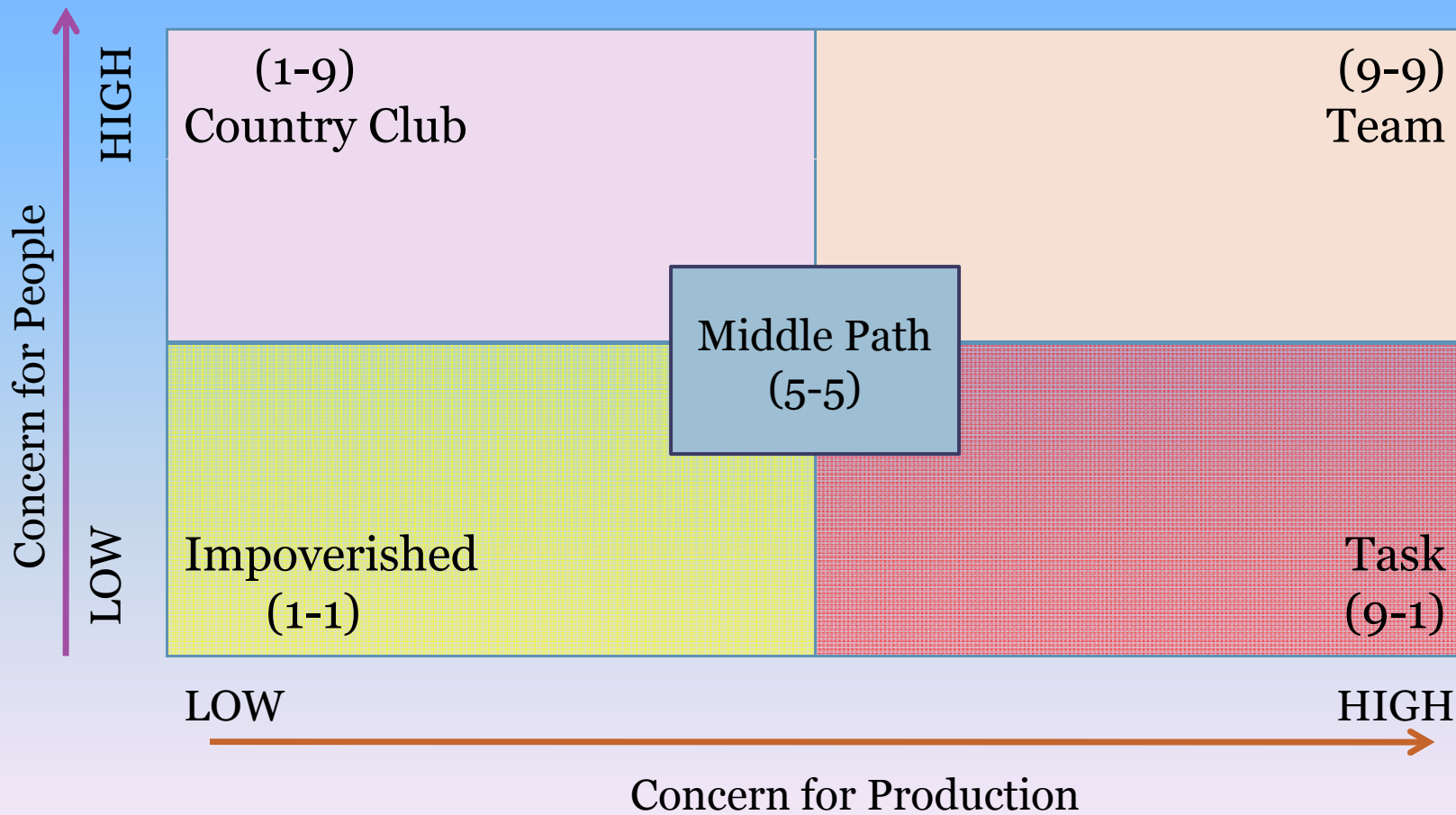
Behavioral Theory

- **Ohio-state Leadership Studies**
 - **Initiating Structure & Consideration**
- **Michigan Leadership Studies**
 - **Employee Orientation & Production Orientation**
- **Rensis Likert's Management Systems**
 - **Job Centered & Employee Centered**
- **Managerial Grid Theory**
 - **Concern for People & Concern for Production**

Ohio-state Leadership Studies



Managerial Grid (Blake & Mouton)

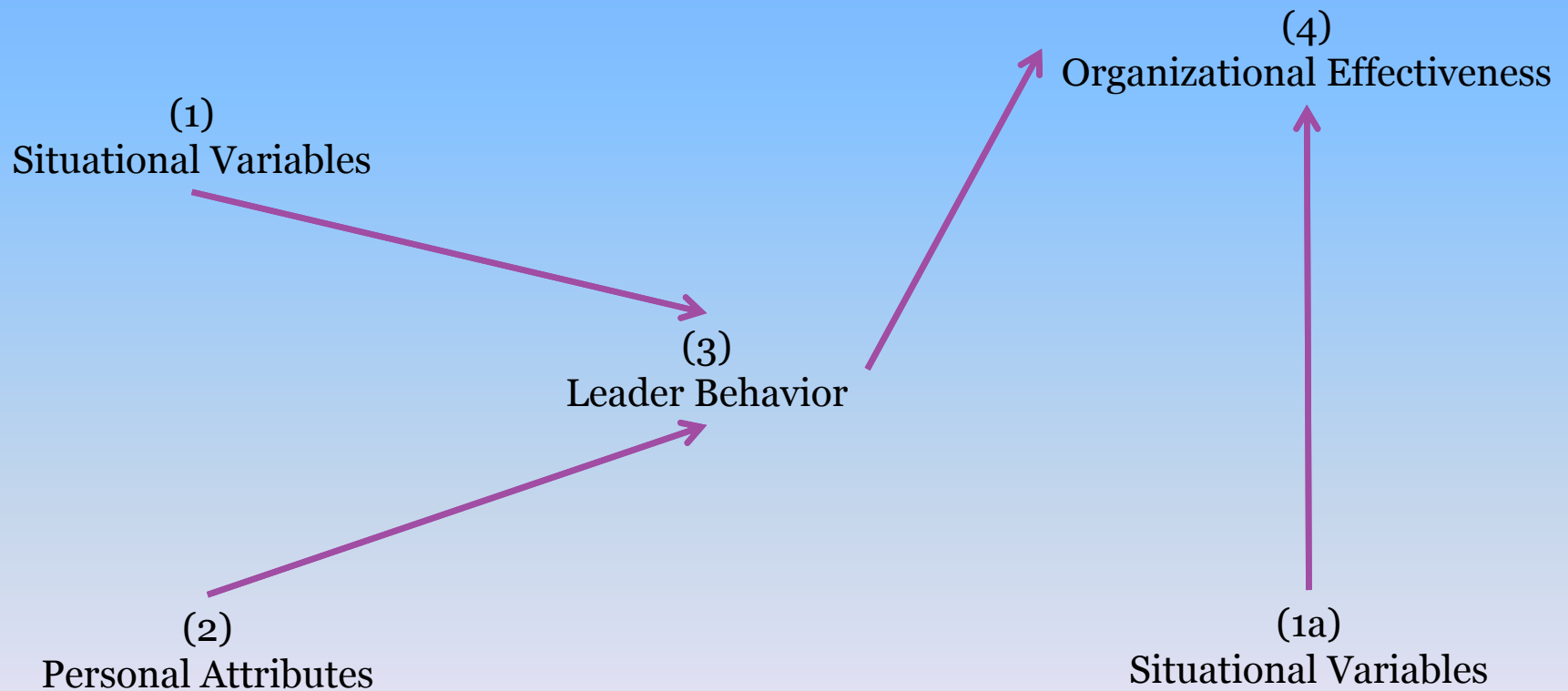


Situational Theory

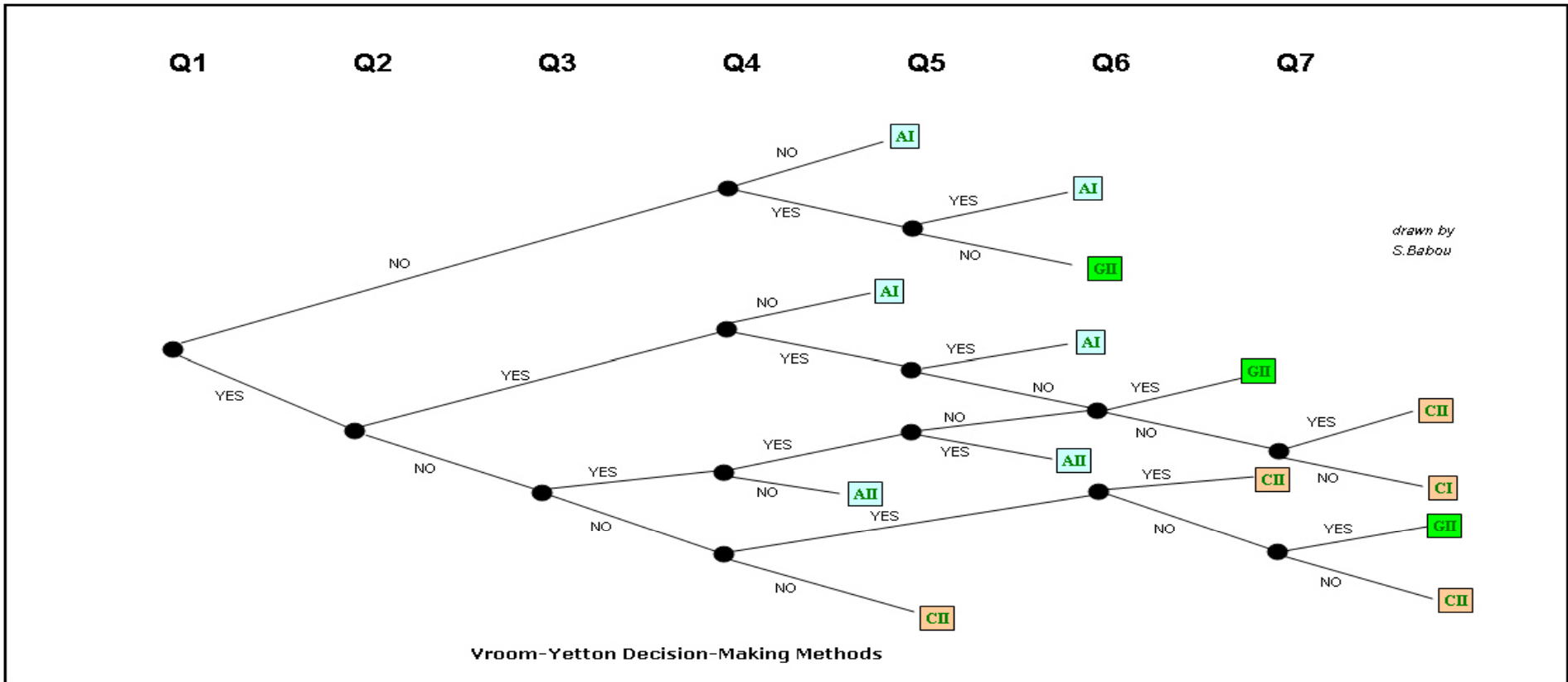


- Continuum of Leader Behavior by Tannenbaum -Schmidt
- Contingency Model by Fiedler
- Path Goal Theory by House-Mitchell
- Contingency Model by Vroom-Yetten
- Tri-dimensional model by Hersey-Blanchard

Contingency Model by Vroom-Yetten

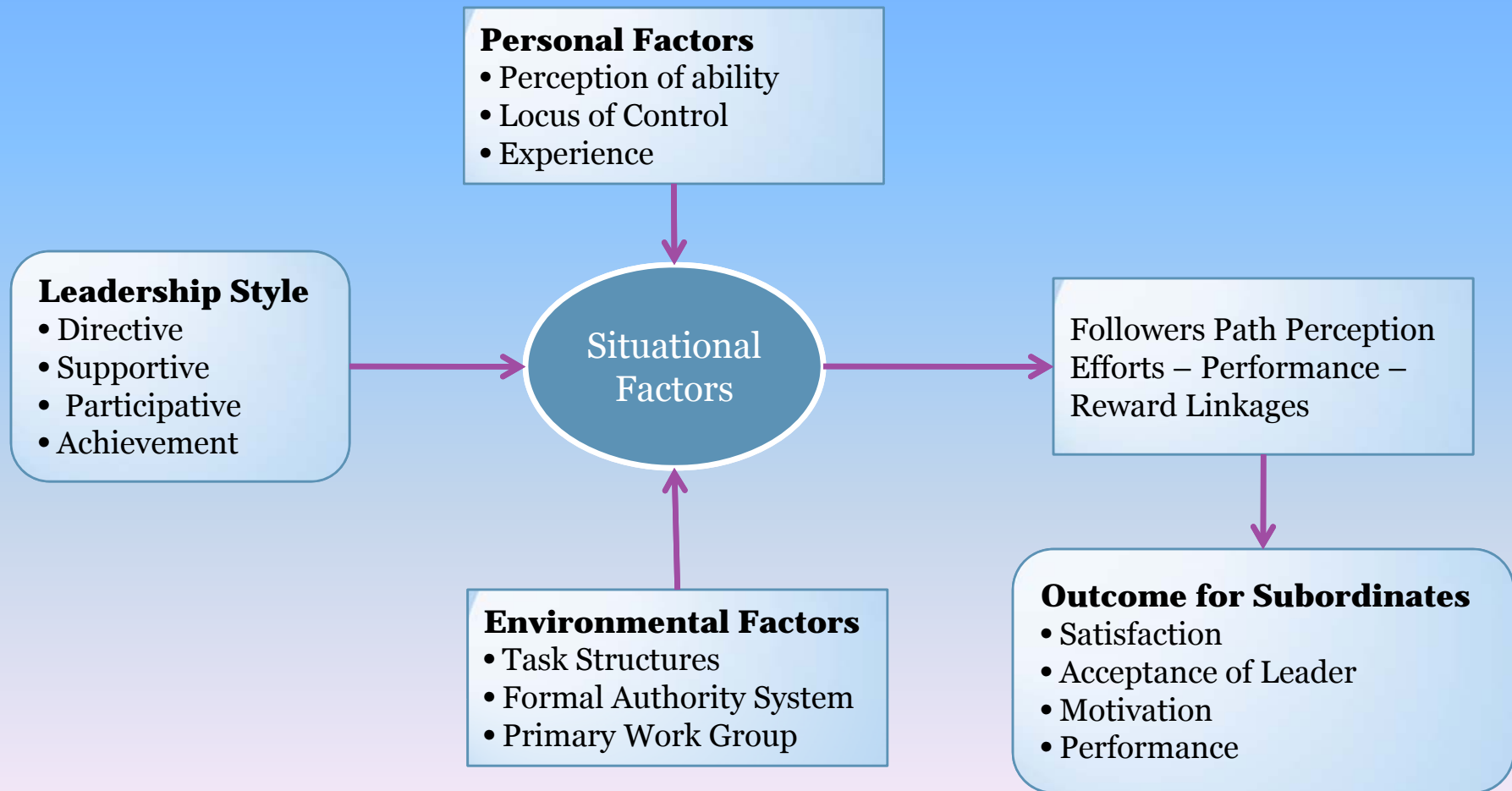


Contingency Model by Vroom-Yetten

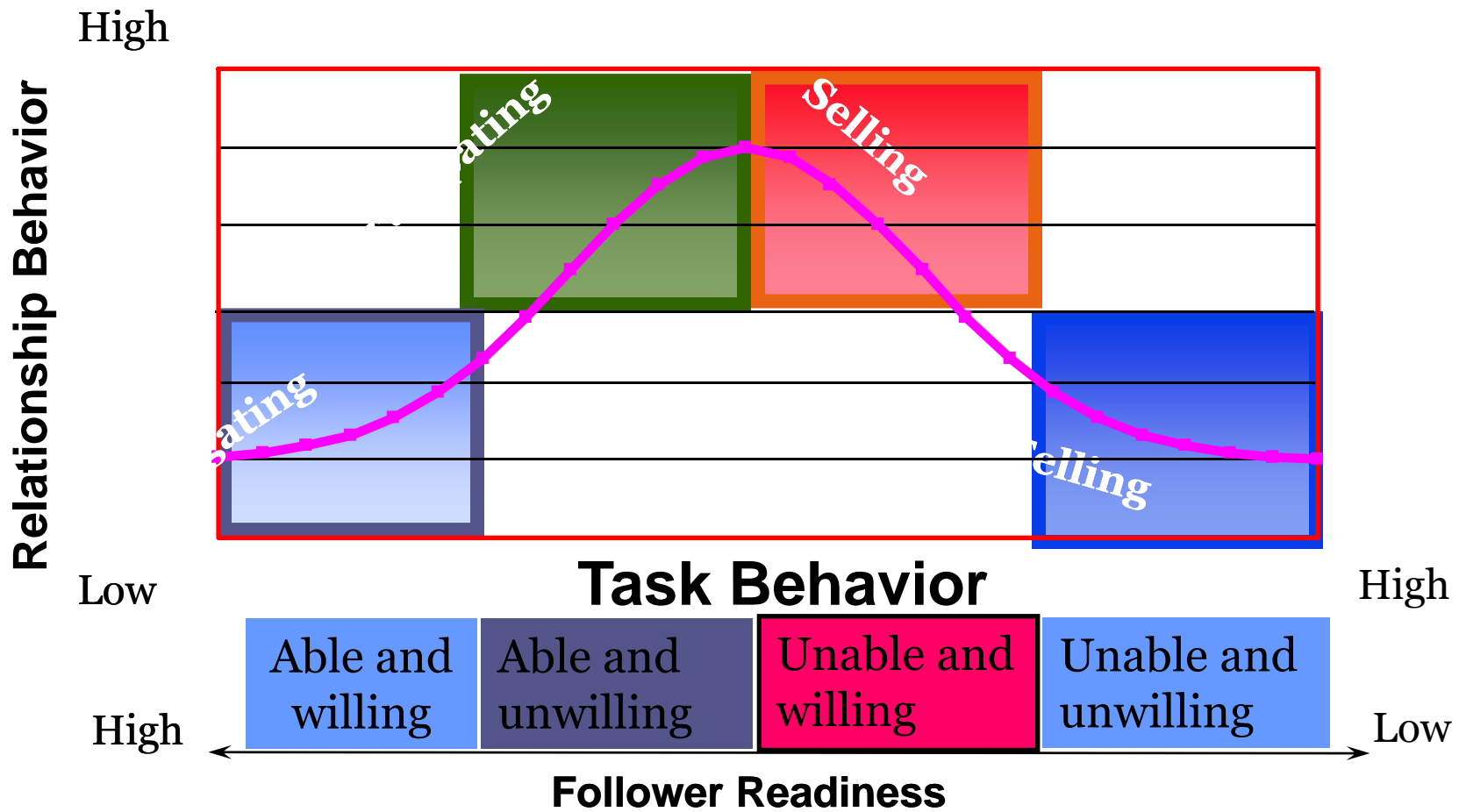


	Is there a quality requirement? Is the nature of the solution critical? Are there technical or rational grounds for selecting among possible solutions?	Do I have sufficient information to make a high quality decision?	Is the problem structured? Are the alternative courses of action and methods for their evaluation known?	Is acceptance of the decision by subordinates critical to its implementation?	If I were to make the decision by myself, is it reasonably certain that it would be accepted by my subordinates?	Do subordinates share the organizational goals to be obtained in solving this problem?	Is conflict among subordinates likely in obtaining the preferred solution?	
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Path Goal Theory



Hersey and Blanchard Situational Leadership





Leaders

VS

Managers

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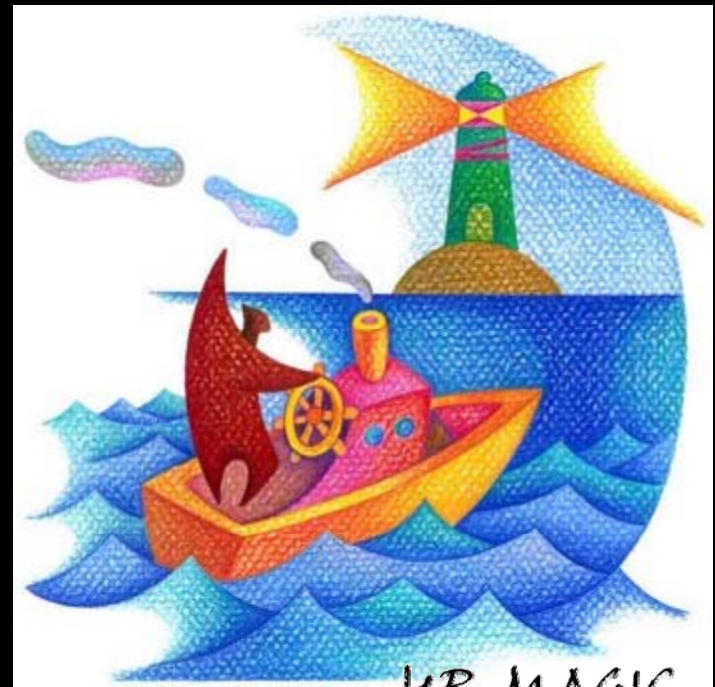
managers

- maintain the status quo
- monitor situation
- allocate resources
- communicate targets
- measure the results
- feedback on the trends



leaders

- strategic thinkers
- look forward and create visions
- challenge
- motivate
- Inspire & empower






Case Study: Barack Obama

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Leadership is influence



**Stable
strategy
+
Flexible
tactics
=
Victory**



Yesterday's
competitor is
today's collaborator



**Leadership
is all about
empowering
others**



Case Study:



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Kabir Khan took **CHALLENGE** to
accomplish **THE IMPOSSIBLE** !



Kabir Khan **INCULCATED TEAM SPIRIT**
in a bunch of under performers.



He **INSPIRED** & **MOTIVATED** the team
to be the champions.

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His **STRATEGIC GAME PLAN** helped the novice team to beat the former champions.

one

get that

'vision

thing'



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two

value
Your
values



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three


be a **role**
model

four



**create other
leaders, not
followers**

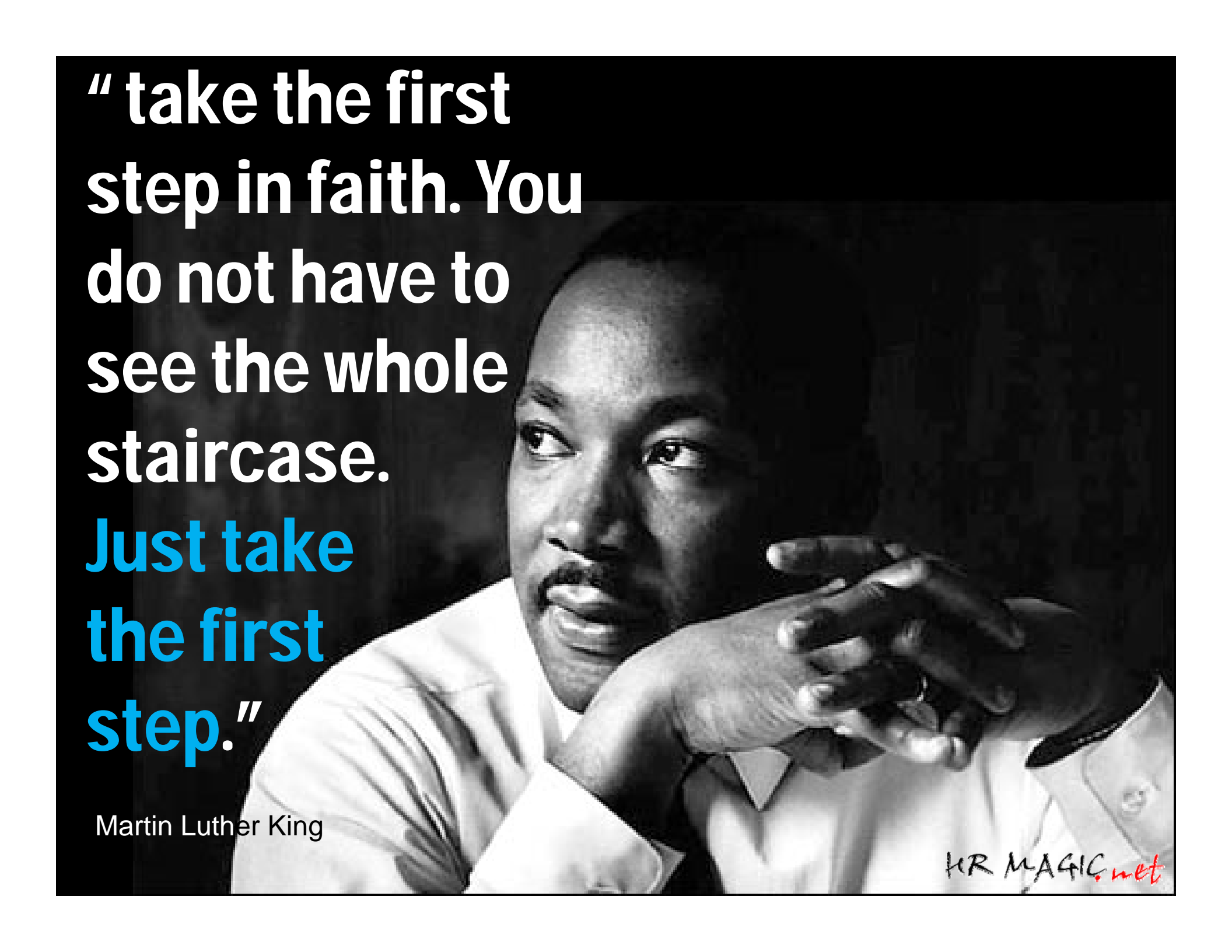
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**“Vision without
action is
hallucination”**

Andy Law, St.Lukes

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**" take the first
step in faith. You
do not have to
see the whole
staircase.**

**Just take
the first
step."**

Martin Luther King

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we can
all be
Leaders



don't just stand
there.... **do**
something!

thank

you