Golden Research Thoughts

LEADERSHIP STYLES OF BUSINESS TYCOONS IN CORPORATE SECTOR

Pavandeep Kaur

Research Scholar – Govt. VYT PG Auto. College Durg, Chhattisgarh, India

Abstract:-

Leadership is not merely a personal quality or characteristics of a manager; it is a process of leading and conducting business by good relationship with people, communication of deeds and means, developing trust between a leader and his people, attention to goals and objectives and leading from the front. Along with the emergence of stiff competition in business, leadership is also changing from merely influencing the activities of people towards the achievement of goals to creating a favourable situation and influencing the course of events for ethical growth and realization of the company's vision. According to John Kotter a professor at Harvard Business School, in modern organisation placed competitive situations, leadership is the process of;-
• creating a vision of the future
• developing a rational strategy for motivating
• winning the support of the people-oriented
• motivating the group to accomplish goal

1.INTRODUCTION

What does it mean to be a good leader?

It means creating on inspiring vision and building an environment where people have the ability, the freedom and the will to accomplish amazing result.

Tom Frestone –

A successful cable television channel runner built ague to his strength of his leadership we have not heard about him but almost everyone in United States and many other parts of the world had watched his leadership quality.

When we speak about leader we think often about this "big names" in the new - Colin Powell or Jacques Chirac in politics, Aprah Winfrey of Rupert Murdoch in entertainment, Bill Gates in Business and former President Jimmy Carter in charitable and social causes.

In-fact leadership is all around as every day, in all factors of our lives, our families, schools, communities, character, social clubs, and volunteer organization as well as in the world of business and sports.

The Nature of Leadership –

Leadership has been a topic of interest to historians and philosophers since ancient time, but scientific studies began only in 20th century scholars & other writers have offered more than 350 definitions of the term leadership.

Defining leadership has been a complete and exclusive problem largely because the nature of leadership itself is complex some have said that "leadership is nothing more than a romantic my per hops based on the false hope that someone will come along and solve our problem by sheer".

For ex – some struggling complaining recruit well known, charismatic CEO's and invest tremendous hopes in than, only to find that problem which make them were much progress which make them were much progress is being made in understanding the scenic nature of leadership as a real and powerful influence in a organizations and scientists.

Definition of Leadership –

Leaders came in all shapes and sizes even some true leaders are working behind the sense - leadership that has big out comes often starts small.

Grey Martenson had a vision to fight with terrorism by building secular schools and promoting education especially for girl's school children donated money even inspired adult to donate and Mr. Martenson built first school in Karple in 1996. Today he runs the central Asia Institute 28 schools 15 water project and 4 woman vocational centres.

Several years ago- A place named argentine stored the local police station when they refused to search the missing child who later found by villagers. The siege ended when the government replaced the entire police with the villagers the new chief. The villagers cannot have done this without leadership yet no one stepped forward to chain the title of 'Leader'. Leadership is an everyday way of acting and thinking that has little to do with a title or formal position in an organisation.

21st Century's Organisation –

The world of organization is changing rapidly. Globalization, Deregulation, E-business. Tele-commuting virtual teams and outsourcing.

The recent economic uncertainty, widespread, ethical scandals and the insecurity associated with war and Terrorism. The leaders have to face many problems as to keep people focused, motivate towards there accomplishing goals.

Rapid environmental changes are causing fundamental shift have a dramatic impact on organizations and present new challenges for leaders.

Objectives of Leadership –

1.It improves motivation & morale.
2.It acts as a motive power.
3.It acts as an aid to authority.
4.It is needed at all levels of management.
5.It rectifies the imperfectness of the formal organization internal relationship.
6.It provides the basis for cooperation.
7.Sources of Motivation.
8.Fulfilling social responsibilities.

REVIEW OF LITERATURE –

Key aims of SEED's broad leadership program include increased collaboration among the key groups who contribute to the development of leadership capacity in Scottish education and developing excellence and capacity building across the educational system. Leadership development priorities should be identified, innovation generated, strengthening of leadership capacity **(Scottish Executive, 2005).**

This link between leadership and effective provision is also true for early childhood setting, where research indicates that leaders play an important part in the provision of quality services. Effective leadership has been found to be a key element of effective early childhood provision **(Muijs et al, 2004; Harris et al, 2002; Rodd, 2005).**

Other factors that have contributed to the focus on leadership include pressure for increasing professionalization and accountability from within and outside the profession **(Rodd 2005).**

RESEARCH METHODOLOGY –

In this research I had taken the second method of research that is secondary method of research that is the collection of data from the different companies it's scrutinising and defining the different techniques of leadership as to do the work of the company and by that the company's goals can be accomplished by the different companies. In it I had taken 5 companies i.e. TATA, TESCO, BIRLA, Ambani, and a women leadership technique with that of comparison with each and every company so as to define the leadership technique used by each of the company and to demonstrate the different techniques of the company. Data have being collected by the various periodical and magazines such as business magazine ,worlds top business mans, News papers like Times of India, Hindustan times, Indian express, Business line, Websites like www.businesmanoftheyear, etc.
.

APPROACHES TO THE LEADERSHIP ISSUE –

There is no straight forward answer to what makes a leader effective. Behavioural scientists have closely studied this subject, but there is no agreement about any one single factor that makes a leader effective. Based on their studies and observations, various approaches to the leadership issue have been put forward, namely –

1.Great man theory
2.Trait theory
3.Behavioural theory
4.Situation and contingency theory
5.Follower acceptance theory
6.Relational theory

1. GREAT MAN THEORY –

This is the grand daddy of leadership concepts. The earliest studies of leadership adopted the belief that leaders who were always thought of as male were born with certain heroic leadership traits and natural abilities of power and influence. In organization, social movements, religions, government, and the military, leadership was conceptualised as a single "Great man" who put everything together and influenced others to follow along based on the strength of inherited traits, qualities and abilities.

2. TRAIT THEORY –

Studies of these "larger-than-life" leaders spurred research into the various traits that defined a leader. Beginning in the 1920s, researches looked to see if leaders had particular traits or characteristics, such as intelligence, height, or energy that distinguished them from non leaders and contributed to success. It was thought that if traits could be identified, leaders could be predicted, or perhaps even trained. Although research failed to produce a list of traits that would always guarantee leadership success, the interest in leadership characteristics has continued to the present day.

3. BEHAVIOURAL THEORY –

The failure to identify a universal set of leadership traits led researchers in the early 1950s to begin looking at what a leader does, rather than who he or she is. One line of research focused on what leaders actually do on the job, which relates to the content of managerial activities, roles, and responsibilities. These studies were soon expanded to try to determine how effective leaders differ in their behaviour from ineffective ones. Researchers looked at how a leader behaved towards followers- such as whether they were autocratic or democratic in their approach, for example- and how this co-related with leadership effectiveness or ineffectiveness.

4. CONTIGENCY THEORY –

Researchers next begin to consider and contextual and situational variables that influence what leadership behaviour will be effective. The idea behind contingency theory is that leaders can analyze their situation and tailor their behaviour to improve leadership effectiveness. Major situational variables are the characteristic of followers, characteristic of the work environment and follower's task, and the external environment. Contingency theory, sometimes called situational theory emphasizing that leadership cannot be understood in a vacuum separate from varies elements of the group organizational situation.

5. INFLUENCE THEORY –

These theories examine influence progress between leaders and followers. One primary topic of study is charismatic leadership which refer to leadership influence based not on position or formula authority but, rather. On the qualities and charismatic personality of the leaders Theories of charismatic leadership attempt to identify how charismatic leaders behave, how they differ from other people and the condition that typically give rise to charismatic leadership. A related area of study is leadership vision, leaders influence people to change by providing an inspiring vision of the future.

6. RELATIONAL THEORY –

Since the late 1970s, many ideas of leadership have focused on the relational aspects, that is, how leaders and followers interact and influence one another. Rather than being seen as something a leader does to a follower, leadership is viewed as a relational process that meaningfully engages all participants and enables each person's to contribute to achieving the vision. Interpersonal relationship is seen as the most important fact of leadership effectiveness. One major relational theory is referred to as transformational leadership. It develops followers into leaders and brings about significant change by elevating leaders and followers to higher level of motivation and morality. The theory of servant leadership means that the leader is first and foremost a person who serves other, rather than directs or controls others. In addition leaders build relationships through motivation and empowerment, leadership communication, team leadership, and embracing diversity.

CONCLUSION –

Foregoing discussion on leadership clearly show that leadership is the most critical issue of an organisation, and is dependent on the quality of leader in an organisation. Many companies in India and abroad, such as Infosys, TCS, Tata Steel, Maruti Udyog and HUL are well known and admired not for their turnover but for their character. These companies have been built by the steadfast vision and mission of their pioneering leaders. This is what leadership does to the organisation; it builds and creates an organisational character that is admired by others, enjoyed by the people who work for them, happily served by vendors and suppliers and patronised and supported by satisfied customers, clients, society and shareholders. Such organisation finally reach a state of maturity when the system becomes reciprocal, that is, competent leaders build the organisations character and this in turn develops more leaders.

REFERENCES –

1.Entrepreneurship and Small Business Management, McGraw Hill, New Delhi.
2.Times of India.
3.Entrepreneurship Magazine.
4.Entrepreneurship and Its achievements.
5.The Global Emerging Market.
6.Business and Society.
7.The Entrepreneur's Strategy Guide, Tom Conon.
8.Entrepreneurship & Small Business Management, B. S. Bhatia and G. S. Batra.
9.www.enterpreneursencyclopaedia.
10.www.enterpreneursdevelopment.
11.www.wikipedia.org
12.www.kamalsinha.com