

Scenario of 21st Century Leadership

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Abstract: In 21st Century Leadership people learn the mind-set that helps them identify opportunities for change and harness the diverse skills necessary to make that change happen. 21st Century Leadership is a multidimensional and integrative view of leadership that is based in relationships. Through shared purposes and aspirations, leadership brings forward new ways of being, knowing, and doing, while respecting the developmental nature of the human life. 21st Century Leadership is oriented toward being inclusive, collaborative, and of service, to individuals, the social, organizational good.

Key Words: Leadership, Information Economy, Management, Organization.

Introduction:

Gandhiji's leadership style rested on '**Leading by Example**' and because, he always maintained uniformity in what he thought what he said and what he did. There was no conflict between his beliefs and his actions.

Another important dimension of leadership is as we generally feel that leaders lead people, but another aspect which is equally true is that, "Leaders not only lead but are also led."

Thus, the three main foundations of effective leadership are Self-awareness, Self-control, and Magnanimity. Great leaders are not men born with extraordinary talent; rather, they are ordinary men who have the extraordinary ability to stand by their convictions and beliefs. Many people in leadership positions toil with understanding what makes a great leader. Crores of rupees are spent on leadership development; quality leadership is in short supply. Total Quality Management and Kanban are possible only with an effective leadership.

Facets of quality leadership:

They are Focus, Authenticity, Courage, Empathy, Empathy and Timing. Building and supporting a high performance leadership culture takes time, endurance and a clear focus on the imperative few characteristics that leaders can develop naturally and authentically. Concentrating on what people expect from you as a leader, and then responding empathically. In an appropriate fashion, will move one dramatically towards mastering these five key facets of high performance leadership.

All that is needed is a timely action. In the new era, the leaders should win the minds and hearts of the people. Leaders at any level excel by taking care of others, empowering others, believing in values, ethics and truth. Leadership is increasingly required throughout the organization-not just at executive levels. Being open to new approaches, working towards common goal, are the great traits of a global leader.

Today's economy is knowledge and information economy. The success of a company depends upon how fast and smart they are using the same for their success. The learning and teaching strategies of great company's leaders show one thing common i.e. they all implement Virtuous Teaching Cycle (VTC) in their companies.VTC is a process in which everybody learns and everybody teaches in an interactive mode. This helps in maximum use of skills and talent of all the team members, which helps companies to attain continuous competitive advantage.

Scenario of 21st Century that is to be followed by the leaders:

21st Century Leadership is a perspective of leadership intended to respond to the unique challenges and opportunities of today's world. Leadership is something in which everyone participates. While complementing management and administrative functions, leadership is a distinct dimension of organizational life, and its development requires its own focus of attention.

Four principle guidelines for leaders are

(1) Leadership is Everyone's Business- leadership is something in which everyone participates. Today's business environment demands leaders who are authentic, engaged and committed to developing others. Many organizations insist that their employees are their greatest asset. The feeling that is to be inculcated that it is every ones business.

(2) Leadership is Relationship- It involves everything that is unique about each individual. Creating a culture where everyone is welcomed and given an equal opportunity to contribute and advance—that's real inclusion.

(3) Leadership Starts with Action- True leadership is about connecting with people. Employees won't care about your vision until they know that you care about them.

(4) Leadership Development is Self-development- *Creativity is a state of mind, and it's the ability to think in directions that rub against status-quo, and it's extremely important in most organizations.* They have strengths and no strengths and they surround themselves with people who can fill in their gaps and help them lead more effectively.

21st century Leadership:

Uniting Values, Experience, Knowledge and Vision produces Energy and Direction. Values are the key to our long-term success are the foundation of our mission statements, the bedrock of our hiring and firing protocols, form the structure for our strategic planning.

Any knowledge that a man should lie on the strong base of ethics. In 21st century amidst all rapid progress ethics and values would be the basis for managers for any company. The result of such integration is true organizational synergy. Obstacles are overcome and genuine peace enjoyed when all family or organization members are committed to common values. Experience develops character more than education. It is through the many ups and downs of life's challenges. Experience also helps us develop principles that can be translated to other environments. Experience also demonstrates how knowledge is practically applied. Within every experience there is a seed that can be planted for future profitability. Failures often provide the largest seeds for character and wisdom. This is the hidden secret behind successful people. Everyone has failures, but enlightened people take their failures and analyze them thoroughly. The unenlightened usually discard this same experience without extracting their precious seed.

Conclusion:

21st Century Leadership is a multidimensional and integrative view of leadership that is based in relationships. 21st Century Leaders regularly take bold stands and deliver extraordinary results, bringing everyone around them to a higher level of performance. They focus on connecting people to purpose and aligning multiple groups from every direction. They are authentic and open. Leaders like this bring out the best performance, creativity and expression in everyone.

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