

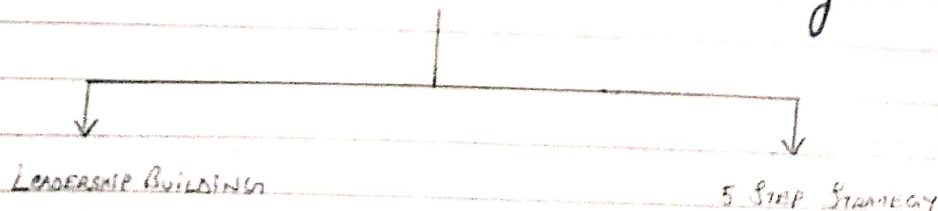
## ROLE PLAYING MODELS OF LEADERSHIP

- ① Direction → Specific Instruction & Close Supervision.
  - ② Coaching → Close Supervision But Explanation About Decision Initiation For Suggestion & Supporting For Progress.
  - ③ Sustaining → Leader Is A Facilitator, Promotes Task Accomplishment Enhance Responsibility Decision Making Ability.
  - ④ Delegation → The Responsibility & Decision Making & Problem Solving Is Given To Empower The Subordinates & Leader Is More Task Master By Rule Of Exception.
- An Effective Leader Has To Use The Combination Of These Four Styles Which Is Contingent Upon The Level Of Employee The Situation.

Ensuring Positive Result Through Above Side Leadership Role Means

- ① Effective Communication Including Listening.
- ② Encourage Participation, Empowerment & Support.
- ③ Firm & Fair Approaches By Being Objective & Unbiased.
- ④ Keeping Promises.
- ⑤ Develop Subordinates By Motivating, Supporting, Facilitating The Career Goals Of Individuals.

## Process Of Leadership Building

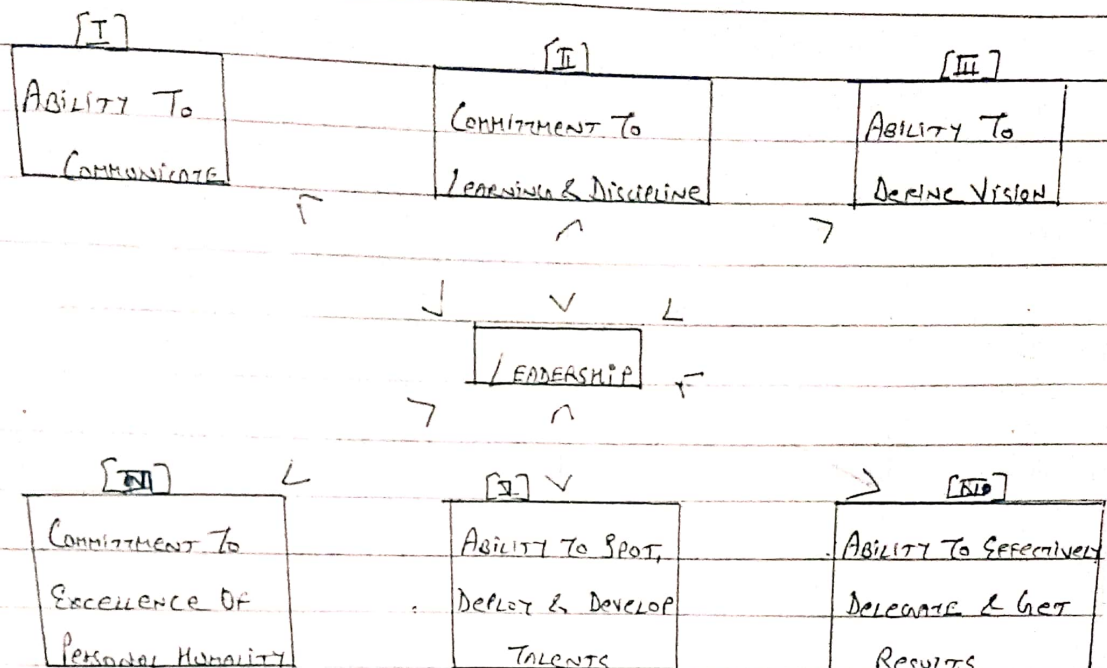


According To Velle & Nanous,

"A FINE SEQUENTIAL STRATEGY."

STRUCTURE CAN BE USED AS THE TRANSFORMATIONAL PROCESS OF LEADERSHIP BUILDING.

## [I] LEADERSHIP BUILDING :-



- (I) LEADER MUST BE PERFECT IN A SPEAKING & LISTENING.
- (II) LEADER SHOULD BE OPENED VISION PERSON. THROUGHT THE LIFE A PERSON WILL LEARN, SO LEADER MUST SHOW HIS COMMITMENT.
- (III) WHAT YOU WANT TO DO & WHAT IS YOU BECOME. 90% OF PEOPLE DON'T KNOW EXACTLY WHAT THEY WANT TO DO, SO YOUR VISION SHOULD BE CLEAR.
- (IV) IF YOU AWARE WITH THE OBJ. OF THE ORGANIZATION THEN U. EASILY, DELEGATE THE TASK OR RIGHTMAN ON THE RIGHT JOB.
- (V) AS YOU GROW IN TO YOUR PROFESSION YOU HAVE TO DEVELOPE YOUR SUBORDINATE ALSO.
- (VI) THIS IS THE STRONG VIRTUE OF A LEADER TOWARDS ORGANIZATION. IT REQ. LOTIS OF EFFORTS, TIME, THE INTEGRITY, HUMBLENESS, CREDIBILITY IS KNOWN AS PERSONNEL HUMILITY.

HENCE THESE ALL ABOVE MENTIONED STATEMENTS CONFIRMS THE PROCESS OF LEADERSHIP BUILDING.

## [II] 5 (FIVE) STAGE STRATEGY

I - ATTENTION THROUGH VISION.

II - MEANING THROUGH COMMUNICATION SKILL DEVELOPMENT.

III - TRUST THROUGH POSITIONING.

IV - DEVELOPMENT OF SELF THROUGH POSITIVE SELF-ESTEEM.

V - EMPOWERING OTHERS TO TRANSLATE INTENTIONS IN TO REALITY.

ACCORDING TO JOHN GARDNER, THESE ARE THE BUILDING BLOCKS OF TRANSFORMATIVE LEADERSHIP [THE 5 STEP STRATEGY, LEADERSHIP BUILDING] WHERE IN THE ORGANIZATIONS FINDS ITS GREATEST EXPRESSION OF THE CONSCIOUSNESS OF A COMMON SOCIAL RESPONSIBILITY & THAT IS TO TRANSLATE THAT VISION IN TO A LIVING REALITY IN THE FOLLOWING MANNER:-

(A) LEADERS HAVE SIGNIFICANT ROLE IN CREATING THE RIGHT TYPE OF ATTITUDE OF PEOPLE.

(B) THEY CAN SERVE AS SYMBOLS OF THE MORAL UNITY.

(C) THEY CAN EXPRESS THE VALUES THAT HOLDS THE PEOPLE TOGETHER.

IMPORTANT LEADERS CAN CONCEIVE & ARTICULATE

THAT LIFTS PEOPLE OUT OF THEIR PETTY

CAREY THEM ABOVE THE CONFLICTS &

IN THE PERSUASION OF THE WORTHY OF EFFORTS.

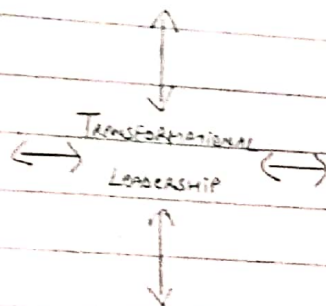
# FRAMEWORK FOR LEADING CORPORATE TRANSFORMATION

GENERATING ENERGY FOR TRANSFORMATION:-

- CONFRONTING REALITY
- CREATING & RESOURCING REALLOCATING
- RAISING THE BAR
- MODELLING DESIRED BEHAVIOUR

CREATING A TRANSFORMATION PROCESS ARCHITECTURE:-

- EDUCATION & ENGAGEMENT TECH.
- COORDINATION MECHANISM
- FEEDBACK/COMMUNICATION MECH.
- CONSULTING SUPPORT



DEVELOPING A VISION OF THE FUTURE:-

- VISIONING
- MODELLING
- BUS. SUCCESS
- ANALYSING THE TOTAL SYSTEM
- FOCUSING ON TRANSFORMATIVE INITIATIVES

ALLOWING THE ORGANISATION

- RESTRUCTURING
- IMPLEMENTING INFRASTRUCTURE
- RESHAPING THE CULTURE
- BUILDING CORE COMPETENCE