



BOOK ON
LEADERSHIP

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Synopsis

This book will discuss in detail the value of leadership in ever changing times, especially in the globalization context of today's business environment. The chapter outlines written thus far in the initial draft are by no means permanent. They will take form and structure as the book progresses. We will discuss in detail the different elements of leadership styles such as Warrior, Authentic, Progressive and Impactful Leaders and how each style acts best with different types of subordinates as well as other team members, with special reference to change management and the way different types of leaders help put an end to different types of resistance to change so that the organization would remain competitive in an increasingly crowded market. Wherever possible, real-life examples and case studies will be included as well.

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What is Leadership?

"I had no idea that being your authentic self could make me as rich as I've become. If I had, I'd have done it a lot earlier."

– Oprah Winfrey.

Leadership is commonly defined as the “process of inducing others to take action in order to fulfill a mutual goal.” But that is just a euphemism for claiming that leaders essentially get others to take action, without any regard for any untoward consequences.

Basically, leadership may be defined It is a “relationship between leaders and those they lead who might or might not be ‘followers’, or conversely, are difficult to work with due to their own tried and tested way of doing things.”

In other words, not all leaders have the power or the authority to select the people they have been tasked to lead. However, the really good ones know how exactly they may inspire others

to follow them and relate to them on both a professional as well as a personal level.

These are just some of the qualities that are necessary to persuade others to take action in the required direction. Great leaders take advantage of a great many different methods that help them to persuade their followers that following them is (after all) in their own best interests. In fact, they set goals, offer rewards and sometimes even go to the extent of restructuring entire organizations relying on a mixture of both positive motivation as well as an element of coercion to get their subordinates to do their bidding in a process that alternately cajole and intimidates to get the job done. (Though the former is a far more productive method than the latter, as will be evinced later on in this book)

Nevertheless, even the most successful leaders do have the potential to fail in whatever task they have undertaken and this fact is more relevant today, than ever before thanks to the ever changing environment in which today's leaders operate.

- **Leaders and Their Adaptability in an Ever Changing Environment**

In the 21st century, nothing is as consistent as the lack of consistency itself. Today's ever changing environment simply does not allow any room for complacency. If an organization does not change, it is quietly and unceremoniously consigned to the dustbin of history. If the organization has to adopt to change, its leaders have to do the same as well, particularly when it comes to change that is constantly in flux.

In other words, a business entity (or any other organization for that matter) has to actively promote the concept of adaptability amongst their leaders. This is absolutely necessary if they are to survive in a competitive atmosphere where more and more players are trying to muscle in and par-take a slice of the pie. Without an element of flexibility in its overall approach, the organization may not be able to guarantee its long term survival at all.