

Leading Effortlessly



Principles



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1. Effortlessness



A situation where the ability acquired far exceeds the skill required to handle a job

2. Why leaders

One person can live on a desert island without leadership.

Two people, if they're totally compatible, could probably get along and even progress.

If there are three or more, someone has to take the lead. Otherwise, chaos erupts.

On becoming a leader
Warren Bennis

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- First, they are responsible for the effectiveness of organizations.
 - Second, the change and upheaval of the past years has left us with no place to hide. We need anchors in our lives.
 - Third, there is a pervasive, national concern about the integrity of our institutions. Someone is needed to take responsibility and restore the trust.

On becoming a leader
Warren Bennis

3. Basic Process



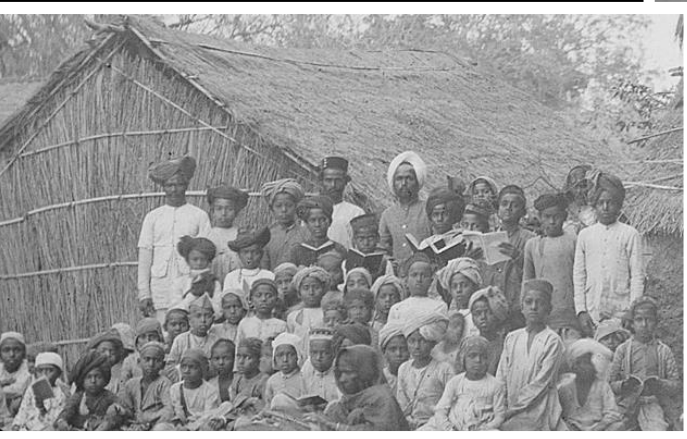
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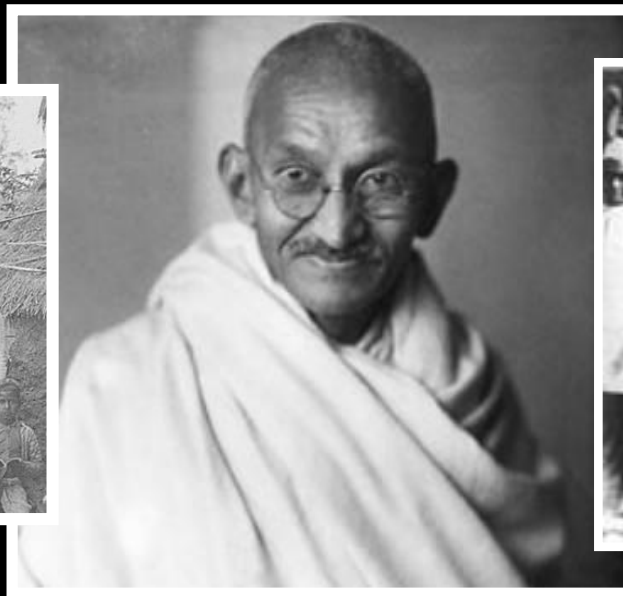
Master weaver



Significant



Ordinary people



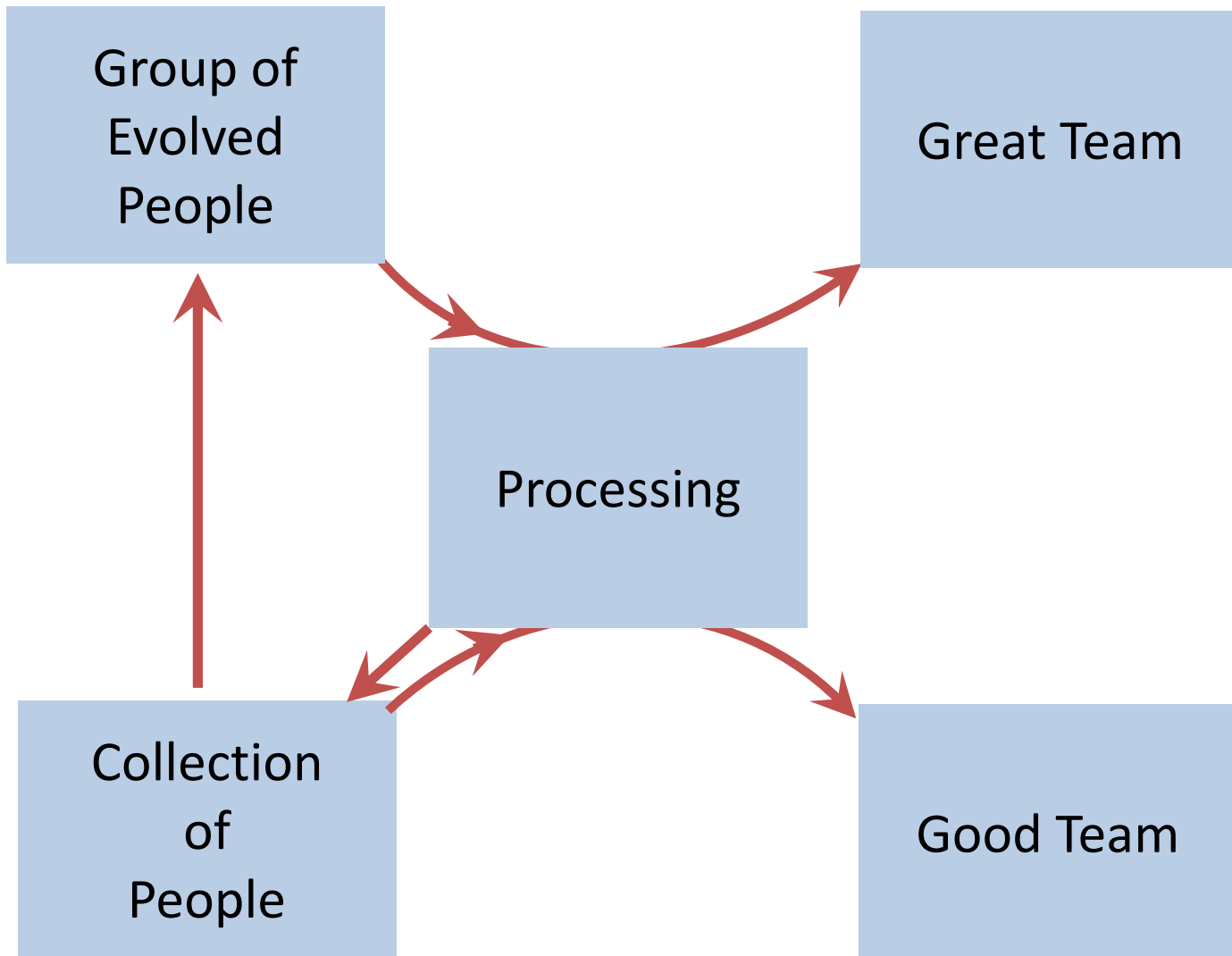
Master weaver



Dandi march



- People are active resource.
- They can adjust their direction, level of energy, commitment and participation.



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- Process owner of a 'people process' is called a leader.
 - Leadership is about influencing people for a purpose (goal).
 - Leadership is the art of getting:
 - more out of less
 - great out of good
 - It is about first helping people to evolve and then combining them, aligning them, energizing them and synergizing them for a cause, a mission.

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- Evolving includes:
 - Removing internal contradictions, confusion, distractions.
 - Helping to be an integrated holistic person and be in resonance with self.
 - Helping to learn to live for a purpose higher than self.

4. Leadership defined

Leadership is learning to give whether you get anything or not !

If you ever give something to get something, you're not giving in the true sense of the word; you're trading !

Charles E Jones



5. The basic constituents of leadership

- **Integrity**
 - Congruence of thought, words and actions.
 - Steadfast devotion to principles.

- **Guiding vision** Unless you know where you are going and why, you cannot possibly get there.

- **Maturity** Leading is not merely showing way or issuing orders. Every leader needs to have experienced and grown through following.

- **Passion**
 - Passion for the promises of life
 - Leader who communicates passion gives hope and inspiration to people.

On becoming a leader
Warren Bennis

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- Integrity, guiding vision and maturity underpin choice of relevant goals.
 - Passion and integrity help execution.

6. Strength in leadership

- Trust is the bond between leaders and his people.
- Integrity is the basis of trust.
- As integrity goes up; trust goes up; strength goes up.
- Integrity and self discipline form the root of leadership; 'joy of giving' the trunk, 'hope' the branches, and Confidence & Self-esteem are the fruits and flowers offered.

7. Natural North alignment



▪ Values

‘Values’ are an enduring set of emotional or feeling-level dispositions in a person, which

(a) underpin the choice of his goals.

(b) determine the kind of means used to achieve those goals.

▪ Ethics

‘Ethics’ may be treated as the external expression of values within. Values are the cause, ethics the effect.

▪ Principles

‘Principles’ are deep fundamental truths, classic truths, generic common denominators. They are tightly interwoven threads running with exactness, consistency, beauty and strength through the fabric of life.

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- Leaders connect people to goal by leading from the front.
 - Values consistent with principles become ‘Human Values’.
 - Goals consistent with principles become ‘Cause’.
 - ‘Human Values’ and ‘Cause’ are naturally aligned.

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- Change from 'Values' to 'Human Values' requires influencing people at belief level where paradigms are to be altered.
 - Words have their limitations at this depth.
 - 'Belief change' demands living example of life steeped in the same belief.
 - Leaders communicate silently and intensely more by 'being' than 'doing'.

“Be the change that you wish to see in the world.”

Mahatma Gandhi

Summary

Leaders have a significant role in creating the state of mind that is the society.

They can serve as symbols of the moral unity of the society.

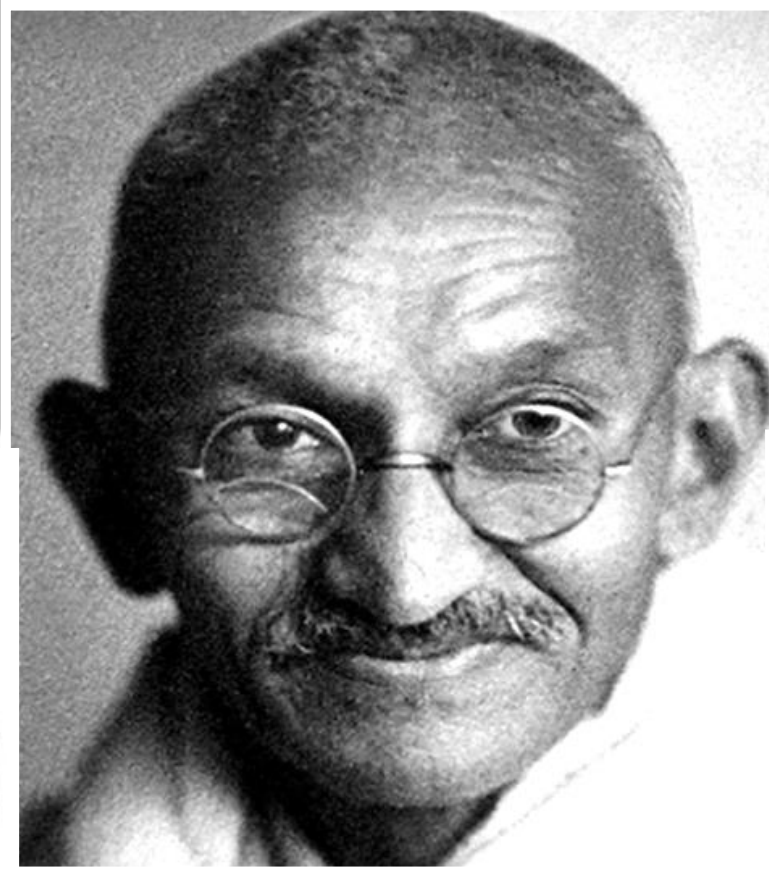
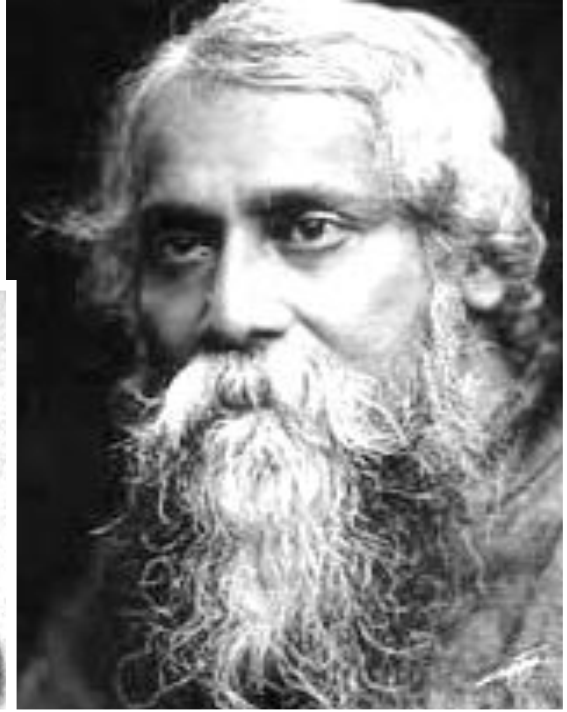
They can express the values that hold the society together.

Most important, they can conceive and articulate goals that lift people out of their petty preoccupations,

carry them above the conflicts that tear a society apart.

And unite them in pursuit of objectives worthy of their best efforts.

-John W Gardner



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Thank You