

Leadership from Within

By

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Leadership Definition

- Definition means, What is meant by a Word, Text, Concept or Action. (from Oxford Languages Google)
- For this paper, the meaning of Action will be chosen.
- From the past, there has been an Evolution of the meaning of Leadership, from People to Process

Definition

- The meaning of Leadership has evolved through the Social Changes from Developing to Developed Society.
- A Change from Sufficiency to Commercial Society.
- A Change from a Leader (Dictator) to Leadership (Democracy)

Consequences

- A move from One-man show (individual) to Group.
- Resulting in Vertical (theory X) to Horizontal (theory Y) Human Relations Management
- It is similar to the study of Organizational Behavior that divided the Study into three levels, Individual, Group and Organizational level.

Consequences (con't)

- Now the world has given more and more attention to Global Sustainability.
- And the meaning of Leadership will be linked suitably at the Organizational level.
- The success of Global Sustainability will involve Leadership beyond the Organization.

Leadership View

- To view the Leadership in this paper, first the term is split into Leader and Ship.
- Then Imagine, there are People in the Ship.
- The Question arises as to, Where we are Heading for and Who will give the Answer.

Leadership View (con't)

- To respond to Who will make the decision, the Leader is Born.
- Next How will the People in the Boat chose the Leader?
- Many selection Models then Emerge.

Leadership View (con't)

- Given there is a Leader, the first thing he Needs to do is to choose the Direction and How to Be there.
- Next the Leader needs to Make All in the Boat work together to arrive at the Destination in the most efficient and effective manner.
- How to Achieve the Goal involves the Arts of Leadership

Leadership as an Art

- Art by Definition, involves Creative Activity
- So Leadership is Creative Activity
- Creativity mean there is No One Best Way
- Or Contingency that Changes, according to Situation.

Leadership (con't)

- Creativity must be Strategic and Created from and by All Stakeholders.
- Suggested steps are from Awareness, Mindset and Behavioral Change.
- Segmentation of Stakeholders will be made for Creativity Brainstorming from the most inner group to outsiders.
- POLC concept will be applied

Leadership from Within

- From Mindset to Behavioral Change
- After Awareness
- Create Awareness by the Art of Communication
- Su Ji Pu Li is the Communication Process
- Su is Listen Ji, is Imagine, Pu is Reflection, and Li is Taking Note
- Imagine in the Meeting, where Every member will be noticed and engage.