

# 1 "LEADERSHIP" The Magnificent Base of Symbiotic 2 Organizational Enrichment

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## 6 **Abstract**

7 Corporate this very concept has a remarkable wattage in an organization. It is definitely  
8 pertinent for a corporation as well, which is always the modified form of an organization.  
9 Where that is absolutely legitimate and legalized through their everlasting entity and  
10 separated from its owners. That is really conceptualized by the limitation of liability. In other  
11 words it is namely incorporation as well, which provides the absolute separate stand at all for  
12 the owners. In addition all the legitimate owners do have the intention to enhance the great  
13 business matrix through all the best possible resources within a very short while.

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15 **Index terms**— ? Business Enhancement ? Leader? Magnificence ? Organizational Advancement

## 16 **1 Introduction**

17 orporate Leadership is the real advanced concept and entity of any broad managerial business initiative. Though  
18 it is very challenging but it has a real dynamism to reach the destined organizational goal through its best  
19 possible business resources according to the gradual progress of an organization. It denotes the present status of  
20 performance and employee equation. Employee framing and new invention challenges are the huge task for all  
21 the elegant and competent leaders. Moreover that has to be absolutely satisfied and popularized in a different  
22 dimension within a short frame of time. Leaders do lead the entire circumstances through all the requisite  
23 followers for a memorable organizational enrichment.

## 24 **2 II.**

## 25 **3 Findings**

26 Leaders do extract opportunities, where as Managers avert threats. And any successful organizational progress  
27 does depend upon the real innovation, proper team building, detailed co-ordination and swift decisions. The  
28 most exquisite quality of a leader is to transform the shape initially of organizational brilliance and some very  
29 praiseworthy performance, which is undoubtedly the everlasting inspiration for all the subordinates they who are  
30 adopting the real benchmark for entire organizational progress.

## 31 **4 III.**

## 32 **5 Corporate Culture**

33 Corporate culture derives the best paradigm of entire corporate unit and which does collect things very  
34 Author: e-mail: rudrarupgupta21@gmail.com minutely from the realm. It always evolves the learning curves  
35 to assimilate the common knowledge in deed. This is really the cognitive system to touch our real envisions  
36 about the corporate. It is truly said that, it consists all the individuals and their cognitive envisage regarding  
37 that organization. Because everything is having a proper direction for huge organizational goals and to modify  
38 all the corporate routine activity for utmost culture and the real corporate glee very comprehensively.

### 39 6 Reference

### 40 7 Background

41 "Maize is the staple food for the majority of Kenyans, as it is too many low income populations across the  
42 countries of Eastern & Southern Africa. According to the USAID policy synthesis, it accounts for 50% of the  
43 low income household expenditure in Kenya. Angwings Kodhek and Jayne (1997) indicate that, since the full  
44 liberalization of the market for Maize in December 1993, average Maize meal prices have declined by 31%, 51%  
45 of this decline being attributable to a decline in mining margins and the remaining 49% being due to lower grain  
46 prices in 1995 in respect to a favorable harvest.

47 Over the past two decades Kenya like most other developing countries have implemented the major economic  
48 reforms in her staple grain markets. In the mid 1980's the reform of good markets was an important component of  
49 the economy-wide structural adjustment programs (SAPs) adopted by developing countries ??Minot and Goletto,  
50 2000). The SAPs entitled the privatization and liberalization of staple grain marketing and pricing in over 20  
51 countries in Africa (World Bank, 1994)".

52 V.

### 53 8 Implication of Corporate Leadership

54 All the corporate leaders do shape the thinking and people do think and response accordingly. It is very true that,  
55 Leaders are the real inspiration of the entire community of employees. On the contrary leaders are Apart from  
56 that, Leaders do frame the entire organizational agenda and accordingly they do motivate the great organizational  
57 culture in all the regards, where both leaders and managers do strive in deed for the symbiotic organizational  
58 goal within a short while.

59 Leadership presents the destined shape to the real culture of the organization. They are influenced enough to  
60 drag the entire corporate status into the histrionic notion of the society and in this regimented Globe.

### 61 9 VI.

### 62 10 Leadership Effects

63 Leadership effects are really very crucial for the organizational eloquence. Moreover all the deployed employees  
64 do retrench their self entity through those exquisite effects, which are as follows:

65 ? Comprehensive Style Effects: As a matter of this effect it is easily discriminated the domain between the  
66 leaders and the emp ? loyees. Here leaders do rule the entire organization just from their own. They are really  
67 elegant to take the firm decision and to drive the organization in style. Overview "Firms must thrive in an  
68 environment characterized by uncertainty and unpredictability as a result of consistent, technological, social,  
69 political and economic changes. Organizations thus find themselves in dynamic contexts which demand constant  
70 adaption. In such environment, firms necessitate an effective leadership to guide them through changes that are  
71 likely to become difficult for the organization. Firms must transform their practices in order to sustain their  
72 success if not survive they need more than mere incremental modifications to their strategy. Firms need a vital  
73 transformation in order to reinvent themselves. In this sense, organization requires revamping their organizational  
74 cultures in order to affect the essential changes. Transformational leadership is about renovating an organization.  
75 It is about transmuting the firm following a new vision which will lead to the evaluation of the organization's  
76 culture.

77 Transformational leadership offers individualized consideration: Leaders treat employees individually offering  
78 them personal attention and whenever essential they provide coaching and advice to those employees".

### 79 11 VIII.

### 80 12 Features of Corporate Leadership

81 Different leadership approaches and styles are really up to the mark for a successful business. So any successful  
82 leader should have different features for self sustainability in the organization.

83 ? Enthusiasm: He must have the enthusiastic nature to motivate their subordinates. ? Knowledge: His prior  
84 knowledge does help to modify the actual organizational outlook. ? Self Esteem: He should be gaining the best  
85 respect of his team. ? Fair Behavior: His morale behavior should be good which is really advantageous for  
86 everybody just to be into the successful organizational track. ? Innovation: He should come or he has to think  
87 everything in an innovative fashion to be an iconic example. ? Corporate Endurance: He has to devote a lot  
88 in case of any emergency or any sudden problem. ? Leaders should be really up to the mark to access their  
89 subordinates and to drag the best outcome within a while. But Leaders should avoid:

90 ? Negligence: He should not be neglecting to his subordinates. So that failure will not come. ? Miss  
91 coordination: Wrong coordination should not take place. Otherwise success will be just matter of time. ? Wrong  
92 Communication: All the individual leaders have to communicate properly. Otherwise organizational conflict will  
93 be taking place.

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## 94 **13 Refference: 3**

95 Global Talent Management Literature Review (September, 15 th , 2012) Ibraiz Tarique: Pace University.

## 96 **14 IX.**

## 97 **15 Executive Summary**

98 "One of the most significant developments in people management over the last 15 years has been the Introduction  
99 "In today's context and dynamics Global Multinational Organizations have to merge a global workforce to  
100 achieve sustainable goodwill. Managing a global workforce is challenging. It is mobile, diverse and not bound  
101 by geographic and cultural boundaries. As a result of these challenges many human resource practitioners and  
102 academics are focusing on the important area referred to as "Global Talent Management".

103 It is a remarkable statement that, "Despite the continuing caution exercised by many companies amid ongoing  
104 economic uncertainty, a substantial portion of employers in the U.S. and worldwide identify a lack of available  
105 skilled talent as a continuing drag on business performance".

## 106 **16 XI.**

## 107 **17 Leadership Prospects**

108 Leaders are those people they who are the seed of execution and bit of exploration through their prime education  
109 to find out the best solution.

110 The basic function of leadership is to motivate the other members. Allocating task and requisite team building  
111 to provide a real feedback to the organization. Every worker has to be very trustworthy which is the real key for  
112 any leader to win the respect.

113 Any successful leader has to discover the individual member of a team. They have to be very conscious about  
114 their allotted job and responsibility, which might strive the great organizational glamour within a short while.

115 Any smart leader does combine the skills of being open and repetitive through decisiveness and the potential  
116 to tackle the difficult circumstances.

## 117 **18 XII.**

## 118 **19 Corporate Social Responsibility**

119 The great business step, while it starts to work which is simply beyond the box in nature. Say for example it  
120 offers the change in the industry, but it is to be noticed how all the employees are reacting regarding this, because  
121 they are majorly involved in this planets through all the crucial resources and striving the social challenges such  
122 as organizational wealth. On the other hand it is again associated with local government, federal government to  
123 help the encyclopedic government policy just to bring the natural parity in between organizational environs and  
124 supportive social conditions.

## 125 **20 Refference: 4 (www. york.ac.uk)**

126 University of York. The York Management School. Working Paper No. 45. ISSN Number: 1743-4041. March-  
127 2009."Charismatic Leadership and its emergence under crisis conditions: A case study from the airline industry".  
128 Author: Dimitra Kakavogianni.

## 129 **21 XIII.**

130 Abstract "Charismatic Leadership is perceived as emerging under conditions of crisis. This study examines to  
131 what extent this statement is confirmed in an organizational context. Employing a case study from the airline  
132 industry the behavior of leaders and the perception of followers regarding attribution of charisma in a crisis  
133 situation are explored. A questionnaire based on the c-k scale is used to access leaders engagement in charismatic  
134 behavior from the follower's point of view, where as interviews at senior level management are conducted to  
135 verify the leader's re-actions. The findings demonstrate that, crisis is significant but not sufficient factor for  
136 the emergence of charismatic leadership in a business context. Differences in business settings, organizational  
137 dynamics, and follower are certain features and cultures have a significant role to play as well. The limitations  
138 and implications of the study are discussed and recommended for future research which is outlined".

139 XIV.

## 140 **22 Conclusion**

141 Leaders are made but not in born. In this broad concept leaders will be sailing all the required creativity where  
142 as all the managers shall be purchasing the same. This thoughtful coordination in between Leaders and the  
143 Managers will be enhancing the symbiotic organizational progress in a real phenomenal runway.<sup>1</sup>

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Figure 1:

? Corporate Culture Effects: According to the organizational culture this leadership style does have a solid implication upon the organization. Leaders and the employees are very symbiotic about the performance and great organizational vision.

? Conceptual leadership effects: It this glorious style Leaders do find the best organizational goal just through their prime education to inspire the rest of the employee community to drag the ultimate policy on account of drawing the utmost cameo of success.

Refference: 2 ([www.imd.org](http://www.imd.org))

Prof. Dr. Didier Cossin and Dr. Jose Caballero  
(June, 2013, IMD) Transformational Leadership:  
VII.

Figure 2:

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148 School of Business and Economics. Department of Marketing and Management Science. (Gilbert Kimutai Arap  
149 Bor. Registration) (References Références Referencias 1. Registration Number: D.PHIL/046/07.)

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151 [University Of (2009)] *The York Management School*, York University Of . March-2009. (Working Paper)