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“LEADERSHIP” The Magnificent Base of Symbiotic Organizational Enrichment

By Rudrarup Gupta

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- *Business Enhancement*
- *Leader's Magnificence*
- *Organizational Advancement.*

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I. INTRODUCTION

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

II. FINDINGS

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

III. CORPORATE CULTURE

Corporate culture derives the best paradigm of entire corporate unit and which does collect things very

minutely from the realm. It always evolves the learning curves to assimilate the common knowledge in deed. This is really the cognitive system to touch our real envisions about the corporate. It is truly said that, it consists all the individuals and their cognitive envisage regarding that organization. Because everything is having a proper direction for huge organizational goals and to modify all the corporate routine activity for utmost culture and the real corporate glee very comprehensively.

Reference: 1 (www.studymode.com)

“An empirical analysis of market and price structure of Maize sector in Kenya”. Gilbert Kimutai Arap Bor. Registration Number: D.PHIL/046/07 Moi University. School of Business and Economics. Department of Marketing and Management Science. (January, 2010).

IV. BACKGROUND

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

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

V. IMPLICATION OF CORPORATE LEADERSHIP

All the corporate leaders do shape the thinking and people do think and response accordingly. It is very true that, Leaders are the real inspiration of the entire community of employees. On the contrary leaders are

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the real role model and the absolute icon at all to motivate the full employee strength. Moreover leaders do maintain their espoused values and philosophy.

Apart from that, Leaders do frame the entire organizational agenda and accordingly they do motivate the great organizational culture in all the regards, where both leaders and managers do strive in deed for the symbiotic organizational goal within a short while.

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

VI. LEADERSHIP EFFECTS

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

- Comprehensive Style Effects: As a matter of this effect it is easily discriminated the domain between the leaders and the employees. Here leaders do rule the entire organization just from their own. They are really elegant to take the firm decision and to drive the organization in style.
- Cognitive Leadership effects: It is the best option for any organization. In this case entire decisions do come from the Management and it is accordingly accepted by the workers.
- 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.

Reference: 2 (www.imd.org)

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

VII. OVERVIEW

"Firms must thrive in an environment characterized by uncertainty and unpredictability as a result of consistent, technological, social, political and economic changes. Organizations thus find themselves in dynamic contexts which demand constant adaption. In such environment, firms necessitate an effective leadership to guide them through changes that are likely to become difficult for the organization. Firms must

transform their practices in order to sustain their success if not survive they need more than mere incremental modifications to their strategy. Firms need a vital transformation in order to reinvent themselves. In this sense, organization requires revamping their organizational cultures in order to affect the essential changes. Transformational leadership is about renovating an organization. It is about transmuting the firm following a new vision which will lead to the evaluation of the organization's culture.

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

VIII. FEATURES OF CORPORATE LEADERSHIP

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

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

But Leaders should avoid:

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

Reference: 3

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

IX. EXECUTIVE SUMMARY

"One of the most significant developments in people management over the last 15 years has been the

focus on effectively managing the individuals who are most important to the strategic success of companies both domestic and international. This focus has taken the general levels of "Talent Management" or more popularly "Global Talent Management". This report is about the broader and more encompassing level global talent management, because of its importance, there have been many academic and HR practitioner papers and reports published on Global Talent Management but because of its regency. There are many view points to what it really is. What it covers and what things remain to be explored in the years ahead".

X. INTRODUCTION

"In today's context and dynamics Global Multinational Organizations have to merge a global workforce to achieve sustainable goodwill. Managing a global workforce is challenging. It is mobile, diverse and not bound by geographic and cultural boundaries. As a result of these challenges many human resource practitioners and academics are focusing on the important area referred to as "Global Talent Management".

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

XI. LEADERSHIP PROSPECTS

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

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

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

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

XII. CORPORATE SOCIAL RESPONSIBILITY

The great business step, while it starts to work which is simply beyond the box in nature. Say for example it offers the change in the industry, but it is to be noticed how all the employees are reacting regarding this, because they are majorly involved in this planets through all the crucial resources and striving the social challenges such as organizational wealth. On the other

hand it is again associated with local government, federal government to help the encyclopedic government policy just to bring the natural parity in between organizational environs and supportive social conditions.

Reference: 4 (www.york.ac.uk)

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

XIII. ABSTRACT

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

XIV. CONCLUSION

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

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