

## Leadership As a Self-Development Process

A talk “Leadership As a Self-Development Process” was organized at our Chapter on 22<sup>nd</sup> August 2015. The talk was delivered by Maj. Gen. (Retd.) R C Suri.

At the outset Shri K L Mehrotra, Chairman spoke about the activities of Delhi Chapter and welcomed Maj. Gen. (Retd.) R C Suri.

Thereafter Shri S C Suri, Former Chairman, Delhi Chapter, spoke about the Speaker. Thereafter Shri S C Suri handed over the stage to the Speaker for delivering of the Talk.

Maj. Gen. (Retd.) R C Suri thanked in Delhi Chapter for inviting him to the Talk. The salient points brought out by the Speaker are as under:

“Leaders are a basic and one of the scarcest resource of any organization. Unlike other factors of production like capital, labour, technology etc. it is difficult to replace leadership by outside interventions. Each successful project can be ultimately traced to a good leader. Leadership is what gives an organization a tool to translate its vision into reality. In spite of its importance, leadership still remains most studied but least understood subject. It is a myth that Leaders are born and cannot be made. It has to be cultivated through vision and hard work as a self-development process.

One of the most easily understood



definition of the leadership is given by one Lord Moran- a British physician. He defined it as "Leadership is the capacity to frame plans that will succeed and faculty to persuade others to carry them out in face of all impediments."



It was expected that with the advent of modern management education, the organisations will be led more effectively. But it has been belied. Most organisations are now better managed but under led. It is so as the difference between Management and Leadership is not clearly understood. Management controls complexity and Leadership produces useful change- often dramatically. In words of one Warren Bennis "Mangers do things right whereas the Leaders do the right things"



Why are Leaders so rare?

Leaders are rare because the combination of qualities required to become a good leader are not easy to come about. A Leader has to be a 'gentle person' with a inner hard core based on the foundation of selflessness coupled with an ideal. An Ideal has to be developed as a Vision. Vision has to be Credible, Challenging, Clear, Consistent with the role of the organization, provide a bridge from present to the future and something in which the organization believes whole-heartedly.

Vision becomes reality through process of envisioning, activation, support of people involved in carrying out the vision, implementing, ensuring through proper control and recognizing and rewarding people involved in change.



Leader has to have the knowledge of the profession but more importantly knowledge of handling the people. Leader also has to be a person of character, possess courage, will power to persist and initiative to seize opportunities to overcome impediments.

Developing above attributes in oneself is through meditating on present inadequacies, and with thought and action develop new tendencies till they become a habit. With efforts, the above process of self-development will succeed”.

There was lively Question-Answer Session after conclusion of the Talk.

On behalf of Delhi Chapter, a trophy and a memento was presented to the speaker by Chairman.

The Talk was attended by about 30 persons.

The programme concluded with lunch.

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