

Special Module on Leadership I

Sub-title: Transformational Leadership at Work and in the Community

The objective of this special module is to enable a clear understanding of how the inner transformation of a leader enables him/her to effortlessly demonstrate admirable competence as well as character. This demonstration through the leader's vision, communication and action creates an urge for inner transformation in those around the leader, resulting in a succession of next generation leaders. As a result maximum potential inherent in both the leader and the team is manifested.

First 7 sessions of the course will focus on Leadership at the Workplace

The next 7 sessions will focus on Leadership in the Community

Method to be followed in all sessions :

The emphasis will be on peer and personal learning through highly interactive focused discussions and group work. Each student is expected to choose and practice leadership qualities that appeal to them, after studying alternative models. Throughout the module and for a period of 3 months after the last session, the course instructor will be available to help them practice what they have chosen. Reference literature will be provided in each session.

Session 1 – Transactional vs Transformational Leadership – 2 hours

The focus of this session is on distinguishing between leadership for individual gain vs leadership for collective welfare to understand which style is likely to leave a more lasting impact.

Topics

1. What is transactional leadership? When does this succeed? When does this fail?
2. What is meant by transformational leadership ? Who transforms?
3. Discussion of a case to understand the difference between the two with a special emphasis on the values that drive transactional and transformational leadership.

Session 2 - Servant Leadership - 2 hours

The focus of this session is to understand how service-orientation earns lasting respect from the team and brings about a co-operative environment which has longer lasting effects on the organization as well as the individuals.

1. Who is a servant leader ?

2. Spiritual Practices and Servant Leadership
3. Discussion of a case to understand how to practice servant leadership

Session 3 – Understanding our own unique style of leadership – 3 hours

The focus of this session is self- awareness. Each student will be given a set of questions, which help them understand themselves better. They will then be able to choose a leadership style that best suits them. Students are expected to speak for 3 minutes each where they will express, from their own personal experience any concern they have about leading others. Personal and Peer learning will take place.

The course instructor/facilitator will pick out the main learnings from the discussions as a take-away.

Session 4 – Leading a Change in Society – 2 hours

The focus of this session is attempting the mind-set transformation of the society and dealing with resistance to change.

Topics :

1. Leadership with a feeling for the Community – Feeling the connection
2. Finding meaning through volunteering – Leading volunteers to accomplish a social objective.
3. Different kinds of Activism and their impact on society

Session 5 –Effective Leadership in the Government /Public Sector – 2 hours

The focus of this session is to have an understanding of Rajarishi form of leadership

Topics :

1. Who is a Rajarishi? What are the qualities of such a leader?
2. Leadership Styles in the Government

Session 6 - Study of select cases of Transformational Social Leaders – 3 hours

The focus of this session is to understand what the main drivers were for some well known transformational leaders. Students will be divided in groups and they will be given an opportunity to study the biography of social leaders and find out why these leaders chose to do what they did, how they overcame

resistance, how they adapted to changing conditions, how they developed their leaders and so on. They will present their findings to the class.

The course conductor will pick out the main learnings from the discussions as a take-away.