



LEARNNOVATOR

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Educating The Next Generation Leaders

EDITORIAL

THE KEY IS INNOVATION

Leadership is a way by which a person can direct, guide and influence the behavior and work of others towards accomplishment of specific goals in a given situation. Leaders shape the nation, its economy, communities and organization. Good leaders guide and contribute to large scale decisions that help a nation to prosper. India, a land of Vedas, has been a home to many great leaders like Chanakya, Swami Vivekananda, Mahatma Gandhi, Subhash Chandra Bose, Bal Gangadhar Tilak, Sarojini Naidu, Sardar Vallabhai Patel, Mother Teresa and many more. The ideologies of these leaders have inspired millions across the globe. Winston Churchill, J. F. Kennedy, Dalai Lama, Mikhail Gorbachev, Nelson Mandela and the similar international leaders with their clear, decisive, courageous, passionate, focused and honest approach have won the hearts of millions of people. Great leaders find the balance between business foresight, performance and character. They have a vision, integrity and humility along with the ability to plan strategically and catalyze cooperation amongst their team. Corporate leaders demonstrate strength, tenacity, business acumen, emotional intelligence, self-awareness, self-regulation, empathy and social skills. Jeff Bezos, a pioneer in the world of internet commerce was instrumental in defining many minute aspects of internet world. Larry Page and his company Google faced much criticism yet he proved to be an amazing business person who has the perseverance to face any challenge. Tim Cook is forging into the future with his own new advances in consumer innovation. Indra Nooyi has not only led her company Pepsi Co to record financial results but is making strides to move the company in a healthier direction. Warren Buffet serves as an excellent example of patience, proving that slow and steady generally wins the race.

Thus, we can say that good leadership is demonstrated by bringing about change, focusing on long term perspective, generating a vision, giving guidance, involving others in decision making process, possessing effective social skills, intrinsically motivating others, instilling positive attitudes in others, being involved, taking joy in others accomplishments, taking risks, thinking out of the box solution, giving credit to everyone who contributes and sharing in the blame when things go wrong.

What separates the leaders who achieve much from those who merely get by? It is what they do every day. The secret of success can be found in your daily agenda. You cannot grow unless you are willing to change. And you will not change unless you change something you do every day.

Will this new generation of leaders be innovators or simple followers? Our future should be greater than past. But many young leaders live in the past, doing the same job again and again and again and expect their future to be bright. It is not possible. Everything changes, technology, policies, hierarchy, politics, environment – everything changes; but we do not change. So if anyone wants to be successful, from today do something different, do something great, do something big and do something better and that is how we generate creative and innovative leaders.

“Education is the most powerful weapon that you can use to change the world,” said the late Nelson Mandela. What do educators need to provide for the next generation of positive, innovative leaders? Is that core competencies and few soft skills are enough to nurture future leaders? Are you teaching them to dream? Are you educating them to chase their vision?

Vision is the foremost quality that needs to be developed in the future leaders. All past leaders had a vision – look at Mahatma Gandhi, Nelson Mandela and many other current successful leaders like Ratan Tata. Vision is something that is invisible to others but clearly visible to themselves. However, many young leaders have a vision and set daily goals, but after a few setbacks they quit. Vision alone cannot make you a successful leader; along with Vision, another most important quality that needs to be developed is Passion. Are you passionate in what you do? All these successful leaders had major failures, a lot of setbacks, but never defeated. They fell forward, continued to chase their vision because of their passion.

Vision and Passion are the two ingredients that we need to develop and educate in young minds. Almost all other competencies that we teach or the soft skills that we develop can be purchased but not Vision and Passion.

Next - Generation leaders need to focus on following key skills to connect with people and their organization.

- **Influencing:** Leadership is all about getting things done from others and they do it by influencing their team. For next - generation leaders, being effective is as important as being right. Educate them to align ideas with organization's big-picture initiatives. Demonstrating that an idea enhances an ongoing strategy will further strengthen persuasiveness.
- **Collaboration:** As the pace of change and influx of information accelerates, it is important to work with others to achieve the desired goals. Sharing diverse perspectives adds to the collective knowledge of the group while building on the ideas of others fuels creativity and innovation. Working together toward a common goal fosters a culture in which asking others for assistance becomes embedded in the organization's DNA and is perceived as a sign of strength.
- **Agility:** It is important that future leaders think quickly and make sound decisions in response to a rapidly changing environment. Remaining open and receptive to new information, even if significant resources have been invested in your current course of action, helps foster agility. And it assures an organization is able to adapt, thrive, and evolve over time.
- **Growth mindset:** Demonstrating the ability to learn, grow, and adapt is a key success factor for next - generation leaders. Those who embrace lifelong learning have a major advantage over leaders whose viewpoints remain fixed and fail to learn new skills that are imperative in a rapidly changing world.
- **Accountability:** We all know that results matter. But as a leader, how do you achieve those desired results? Accountability, and more specifically, the ability to foster a culture of accountability, is perhaps the most complex and challenging trait for next - generation leaders to master.

Dr. J. M. Kapadia
Prof. and Director
S. R. Luthra Institute of Management



Mr. J. K. Nair
International Motivator and Educator
Vivek Institute of Training and Development Pvt. Ltd. (VITAL)



The first responsibility of a leader is to define reality and the last is to say thank you. Along the way, the artful leader must:

- Stimulate effectiveness by enabling others to reach both their personal potential and their institutional potential
- Take a role in developing, expressing, and defending civility and values
- Nurture new leaders and ensure the continuation of the corporate culture.

The key to strong leadership is in designing the solutions: "The ability to create is the most empowering thing that can happen to an individual."

Empowering not only because of the personal value it provides but also because of the societal value: "The real privilege of leadership is to serve humanity." With that, here are five ways to start educating leaders for a better future.

- **Teach Everyone to Create:** It's a shame we still divide ourselves into personality groups like creative or non-creative. Not only do we all have creative capacities, but it's actually crucial for society that we think of ourselves this way. "Creative" doesn't mean being good with arts and crafts; it means being good at making new things happen and engineering change. Humans are an inherently creative species.
- **Cultivate Synergistic Motivation:** Synergy is when your personal purpose aligns with your transcendental purpose. In simpler terms, it's when the work you do no longer feels like "work" because it's directly fulfilling to you on a personal level. Strong leaders are often motivated to lead because they've tapped into this synergy.
- **Develop Communication Skills:** "The resilient, creative leader is one who has immersed herself in words, who is comfortable with complex language and who has an abiding sense of the power of narrative," writes Henry Doss for Forbes. Your ability to lead others toward your vision is only as good as your ability to communicate that vision.
- **Encourage Risk and Failure:** Set up students to expect, not dread, failure. If they're failing, they're doing it right. The important thing is to build the resilience to dust themselves off and get back in the arena, using the knowledge they gained from their mistakes.
- **Emphasize Adaptability:** Students must learn to be not only resilient in the face of challenges but also adaptable in the face of change. We live in a world with an accelerating rate of change, and it's essential to be able to ride the wave.

Leaders are also responsible for future leadership. They need to identify, develop, and nurture future leaders. They can nurture the roots of an institution, about a sense of continuity, about institutional culture. They owe a covenant to the corporation or institution, which is, after all, a group of people. They owe the organization a new reference point for what caring, purposeful, committed people can be in the institutional setting. Corporations, like the people who compose them, are always in a state of becoming. Covenants bind people together and enable them to meet their corporate needs by meeting the needs of one another. We must do this in a way that is consonant with the world around us.

Business literacy, understanding the economic basis of a corporation, is essential. Only a group of people who share a body of knowledge and continually learn together can stay vital and viable.

Leaders owe people space, space in the sense of freedom. Freedom in the sense of enabling our gifts to be exercised. We need to give each other the space to grow, to be ourselves, to exercise our diversity. We need to give each other space so that we may both give and receive such beautiful things as ideas, openness, dignity, joy, healing, and inclusion. And in giving each other the gift of space, we need also to offer the gifts of grace and beauty to which each of us is entitled.



Ms. Anamita Chaudhary
Student
S. R. Luthra Institute of Management

Mahatma Gandhi's leadership ability was to walk his talk at every level and in every way. India continues to be the nation of many diverse nationalities, classes and communities but never did they so unanimously identify with another leader as they identified with Mahatma Gandhi. He practiced what he preached at every possible level. He believed in simplicity- he dressed like the poorest Indian with a hand-woven cotton cloth that barely covered his body and had the simplest of watches and glasses. Gandhi said that, "The quality of a leader is reflected in the standards they set for themselves." He said as a leader one's task is to get his people from where they are to where they have not been. He truly tried to understand his people. As a leader, he spoke to people by putting himself into their shoes and understood their point of view which motivated them. It has been said that when he spoke publicly to large audiences it was like he was speaking to you individually.

Leadership is about taking responsibility, not making excuses. Mahatma Gandhi's critical success as a leader was the support he got across the nation and in the international community, was due to his extraordinary persistence once he had articulated his vision and his methods. His hard-work and determination in following through on what he preached was often at a cost to his own well-being. Despite being an accomplished leader in his community, he continually sought out greater understanding through much study of religious scripture. As a leader he believed in constant growth.

As a leader, Mahatma Gandhi had a true strength to persuade and convince people to follow him with their hearts. He added that, "Learn to use respect to win people over, instead of using power to bend people to your will. The force of power never wins against the power of love". Moreover, people ask him the difference between a leader and a boss. He answered, "The leader leads, and the boss drives". Gandhi taught us countless lessons about life, leadership and much more.



Ms. Nishita Jariwala
Student
S. R. Luthra Institute of Management



"MBA AS CAREER OPTION"

A session on "MBA as a career option" was delivered at SGCCI by Dr. Parinaz Bharucha and Mr. Riddhish Joshi of SRLIM where overview of MBA Program with various activities carried out at SRLIM was given.



INTERNATIONAL YOGA DAY CELEBRATION

The Fifth International Yoga Day 2019 was celebrated on June 21, 2019 in which 28 staff members of SRLIM participated and performed yoga.

IEP (INTERNATIONAL EXPERIENCE PROGRAM) @ BULGARIA



10 students of S. R. Luthra Institute of Management (SRLIM) visited Varna University of Management, Dobrich, Bulgaria under International Experience Programme of GTU. For 5 weeks the students studied subjects like Strategic Management and Enterprise Resource Planning at the university and visited various companies like PLASTCHIM-T, Albena JSCo., Savimex, Esseterre Bulgaria. Total 27 students from Gujarat were selected under this program out of which 10 students were of SRLIM. They all together had a wonderful experience.



OUTSTANDING INSTITUTE AWARD



S. R. Luthra Institute of Management was awarded with Golden Jubilee Memorial Trust Award for 2017 - 18 - **Mahavir Synthesis Award for Outstanding Institution of Education** by SGCCI Golden Jubilee Memorial Trust

Leader's Behavior

In a corporate inspiring people for innovation is the best way to promote growth and creating a successful environment for the business. In this present dynamic scenario, corporate needs to emphasize human interactions within and outside the organization. According to Bloomberg's Leadership & Talent Development team based on their extensive research for understanding, leadership identified six key behavior that is crucial from the perspective of the organization.

- **Harnessing an entrepreneurial spirit:** A leader should be able to motivate and inspire. A leader has to seek out the opportunities by a critical examination of current organization situation constantly by implementing the new initiative and ways of thinking. It means to create a new approach to leading a brainstorm or, drafting up an operational plan to work more collaboratively. It's all about spotting an opportunity and going for it.
- **Adopt a diverse and inclusive mindset:** Diversity is good for the organization. It is expected from the leaders that they are open for others voice and opinion which may be contradictory to the voice of a leader. In other sense, a leader should join and encourage networks that may not be a reflection of a leader's voice.
- **Communicating effectively with clarity:** Effective communication is expected between a leader and their audience. To put it in simple, Leader should focus more on understanding their audience before addressing them. This can be understood by asking questions like, who is in your next meeting, how much knowledge they have about meeting topic, what they care and how they can help you etc.
- **Making genuine connection:** A leader should take time to understand their audience and their motive to work with the organization. Give personal attention and genuine care for the people to whom you work with will result in a strong relationship. At the time of need, this relationship would stand still against all odds faced by the organization.
- **Adapting well to change:** Change is inevitable but growth is optional. The corporate environment is dynamic. It is expected from the leader that they should admit their under-predictions or call of the current business strategy if it is creating hurdles for the organizational goal attainment. Being able to embrace a shift in course and see it as a chance to grow will set you apart.
- **Communicating to the team's success:** The organization is not about the individual thing, it is a team of people working for common goals. A leader should ensure that all team members are well aware of key updates on the current organizational position. The well informed and updated team allows everyone to work smarter together.

Reinforce Authentic Leadership

Finding and nurturing leadership talent is an utmost concern for most organizations. Leadership is a multi faceted expression. It is a skill encompassing the ability of an individual or organization to lead, direct or guide other individuals, teams or entire organizations. It is a process of social influence which a person can enlist the aid and support of others in the accomplishment of a common task. Studies of leadership have produced extensive theories involving traits, situational interaction, function, behavior, power, vision, values, charisma and intelligence.

At work, we often come across individual who works to garner more recognition or to fit in with colleagues. This is especially true in leadership, where one often feel pressure to fit their personality to match their role. But if individuals remain authentic in their leadership approach, they can bring their whole self to work while still being effective, productive and inspiring leaders. Authentic leadership gained popularity in 2003 by Bill George in his book "Authentic Leadership". He refers authentic leaders demonstrate behaviors that enables one to trust in them, take ownership when they make a mistake and share responsibility for any mistake, show the necessary courage to push further the leadership chain and to question current status quo or defend their people or processes.

Authentic Leadership was also captured in a study published in 2007 in the Harvard Business Review. The study conducted on 100 business leaders based on their reputation among their peer groups for authenticity in leadership, revealed no single trait made leaders authentic to their peers. Rather, they were constantly testing themselves through real world experiences and reframing their life stories to understand who they were at their core. The study shows that leaders are not born leaders; they become great leaders throughout the course of their life by taking in experiences and letting it guide them and their leadership style. That is an approach anyone can espouse well before they reach managerial level, or even before they enter the workforce.

Authentic Leadership can be reinforced among young generation taking into consideration the following:

- **Accept and realize imperfections.** At work, acceptance and realization helps to learn from mistakes, seeks feedback, guidance and constructive criticism. Admitting the mistakes and apologizing builds trust.
- **Appreciate one to gain confidence.** Living a life of honesty and integrity helps improve confidence to be true to one.
- **Develop Unique Selling Proposition (USP) and understanding that being different is good.** Achievers like Michael Jordan, JK Rowling and the like were often regarded as eccentric, reckless or suffering from an attention disorder.
- **Being Non Judgmental about others.** One should be careful about judging others because we do not know what they are going through. Celebrities' suicide shocks most of us because they seem to have everything a person could wish for. But just because we see external successes does not mean that we have seen their inner life struggles.



Mr. Pratiksinh Vaghela
Assistant Professor, SRLIM



Dr. Parinaz Bharucha
Assistant Professor, SRLIM

Summer Internship Campus Placement 2019

**25
Companies**

**158
Selections**

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FACULTY ACHIEVEMENTS



DR. PARINAZ BHARUCHA



Awarded with the degree of Doctor of Philosophy

Ph.D Title: Work Life Balance: A Study of Perceived Impact of Work and Life on Selected Private Sector Banks of Surat city.

DR. RUPAL CHAUDHARY



Awarded with the degree of Doctor of Philosophy

Ph.D Title: Service Quality Measurement of Public Healthcare Facility : A Comparative Study on Urban and Rural Consumers of Surat District.

DR. ROSHNI SINGH



Awarded with the degree of Doctor of Philosophy

Ph.D Title: Political Branding Strategies in India: A Comparative Study of Voters' Opinion in Select Cities of Gujarat and Maharashtra.

PLACEMENT STATISTICS 2019



67 COMPANIES

HIGHEST SALARY ₹ 7.5 LAKH

AVERAGE SALARY ₹ 3.46 LAKH



PLACEMENT SUPPORT ACTIVITIES



Mock Round of Interview



Online Aptitude Test



Group Discussion Sessions

OUR ESTEEMED RECRUITERS



UPCOMING ISSUE

Social Marketing - Driving Force For Business Growth

Interested readers are invited to contribute their ideas / views / opinion on the above theme at learnnovator.srlim@gmail.com before 27th September, 2019

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