



People Leadership is a critical key to success. Do you agree?

Prashant Sharma

The most typical answer seems to be "a yes and a no". Need for people leadership is a cultural universal. However, it is a bit of a generalized approach that will yield results pretty much like the broken clock which will be accurate twice a day for sure.

Working in India in the Hi-Tech / IT sector I have seen a distinct difference between the employee maturity levels in India vis-a-vis the US. Most individual contributors in the US seem to benefit (my response gets a bit conjectural) from personal excellence and leadership approach. People leadership (if taken to mean a 1:1 or 1: few intense coaching/mentoring) seems to benefit the relatively inexperienced profile more. So the optimal answer to the question has to be the frustrating, "well, that depends..."

Pradeep Chhabra

Yes, Yes and Yes.

There cannot be any other view on this issue. Leadership is all about creating more leaders within your ambit or area of influence and once you are able to create few more, you automatically leapfrog to a much higher pedestal of leadership.

For creating more leaders you need to provide space and freedom to the group you are responsible for. Said in other words an able leader needs to be a staunch follower first. Leadership is all about co-creation and co-designing with the team. Leader first needs to understand and rather be understood. It is all about what you will do and what you will not do. It is about understanding emotions and not the words.

Mansing Bhor

What i believe is "leadership is the art of motivating a group of people to act towards achieving a common goal"

Having right people at right framework will bring the key to success.

I hope this will help!





Sanjay Negi

Leadership is about enslaving people to your vision so that execution can be accomplished unquestioningly (or at least inconvenient questions are not raised)...

Without doubt leadership is key to success..."of the leader"...

The nuances lie in the cultures...western cultures tend to be demonstrative, the leader has to be seen carrying the flag to the summit whereas the Orientals follow an unobtrusive consensus builder.

Octavio Ballesta

I agree entirely with you, People leadership is a critical key to success.

A leader is passionate in inspiring to others the desire of being overachievers; a leader is an excellent communicator that has the ability of explaining how project execution may be effectively aligned with corporate strategy; a leader has developed an innovative mindset that consider different possibilities, even the most outrageous ones in taking a decision; a leader is an outstanding negotiator and a master in building professional relationships from a win-win perspective; a leader has the humility needed to learn from mistakes and identify the learned lessons that should be considered in adjusting properly his/her strategy; a leader has the courage, self-determination and empowerment necessary to defy successfully the risks and challenges involved in any troubled, volatile and uncertain business scenario.

In short, passion, communicational abilities, innovative mindset, abilities to negotiate, humility, courage, self-determination and empowerment are a mix of personality traits with learned skills that being most of them innate and inherent to the emotional profile and personality of an individual can be perfectly enhanced, expanded and improved by proper training, successive and diverse experience in the workplace, mentoring and behavioral coaching.

In corporate scenarios facing a destructive spiral of decline, fall and demise, an inspiring, seasoned and knowledgeable leader having the right emotional baggage and the proper personality traits is usually the main and determinant factor in recovering employee's confidence when the business's dynamic demands cohesiveness in the workgroups and teams, an inspiring vision to be shared, and at least an not less important, an effective action from confidence leadership of effective empowerment, and rebuilding of the self-confidence lost in those professionals and managers that are instrumental in the full recovery of the company's profitability, workplace's morale and employee's engagement for a long term perspective. When the overall company suffers from profound demoralization as a consequence of failed managerial practices the biased, sometimes



prejudiced and myopic vision of company's managers and leaders is not enough by itself to succeed in the daunting task of recovering employee's morale reenergizing them with a positive mindset, a constructive attitude and a beneficial motivation.

In such circumstances although expert efforts in consultancy and dedicated managerial coaching may be helpful as a part of the strategy of mitigation, the involvement of an outsider as a transformational leader having a clear mandate of recovering financial profitability, company's viability for the long term, employee's morale and individual self-confidence may signify the difference to escape positively from what otherwise could be company's bankruptcy and later, demise.

I include links to 3 complementary questions that I have made in LinkedIn Answers and that could be helpful in gaining insight about the theme of leadership.

1. Could a manager develop as a potential leader who lacks influence and authority? If so, why?
2. Is Leadership just the art of Management with Charisma and Assertiveness?
3. Would you empower managers to become leaders? If so, how and when?

[Ron Hurst](#)

Clearly yes. There is no more fundamental aspect of leadership than the ability to successfully help a group of individuals buy into and achieve a goal together. This requires a clear ability to relate to communicate with and develop those people to achieve the goal.

[Phil Lauro](#)

You need to watch some kids' sports events.

On rare occasion you will see a coach that has a middle of the road team made up of competent but not extraordinary players. When they play, they are more than the sum of their parts, playing to the strength of each player, each player knowing their role in any given game. They beat teams they shouldn't because they play as a team, as one entity focused on one goal.

It's an amazing thing to watch and has helped me create many fine teams. The word team denotes competition and a good leader likes to win. The best leaders instill a sense of self worth and importance, making each player on the team a valuable resource, their victories attributable to all, not one. A good leader never takes credit for team victories, but rather



rejoices in performances of all the players and truly feels the same team effort that is evangelized.

Leaders need followers with "heads held high".

Mahavir Pati

The question you have posed is actually rather deceptive in its simplicity.

In business, leaders don't just motivate people and get things done - this form of leadership happens in a micro level. However, on the Macro level, the CEO IS actually the company. The company, its values, its culture, its selection of people, its strategies, everything (AND I MEAN EVERYTHING) is a function of the top management team in general and the CEO in particular. I have even seen that two units of the same MNC (in different countries, of course) had very different work culture and ways of doing business. I have also seen a new CEO coming in and changing the entire company (as regards its strategy, its key people and its strategies)

The leadership forms the company and if there is a single factor that distinguishes a good organisation from a poor one, it is leadership.

Therefore, the importance of good leadership in an organisation simply cannot be overemphasized.

Luke Iorio, PCC, AELC (LION)

Is there any other kind of leadership? Leadership, success, and results today hinge on interpersonal abilities. It's why Emotional Intelligence, Energy Leadership, and other leading indicators/assessments are being used to find today's and tomorrow's leaders instead of IQ tests.

Understanding, rapport, engagement, motivation, visioning, goal setting, planning, etc., etc., etc. cannot be conducted or successful without people leadership.





[Art Miller](#)

My response to your question may sound sarcastic, but I'm sincere in asking: What other kind of leadership is there besides people leadership?

Whether it's political, military, sports, technological, financial, or any other field, leadership involves setting goals and helping people achieve them.

[Vijay Bhaskar](#)

Your e-book is a neat compilation. Thanks for putting that effort.

For me, Leadership is important - in all its flavours - only if it done with the right intent. I have seen in my experience that many leaders are lost in the status of being a leader rather than being in the leadership state. This does make a lot of difference as most of the words that you have put could be implemented only if the person is IN the role rather than being ON the role of a leader.

