

Various leadership trainings provided to B-School Students with Special reference to Assam

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Leadership is the process of influencing the behavior of others to work willingly and enthusiastically for achieving predetermined goals. Leadership is interpersonal influence exercised in a situation and directed through communication process, towards the attainment of a specified goal or goals.

Leadership is essentially a continuous process of influencing behavior. A leader breathes life in to the group and motivates it towards goals. The lukewarm desires for achievement are transformed in to a burning passion for accomplishment.

Leadership has the following features –

1. It is a continuous process.
2. Leaders try to influence the behavior of individuals or group of individuals around him to achieve common goal.
3. The followers work willingly and enthusiastically to achieve those goals. Thus, there is no coercive force which induces the followers to work.

With the help of proper leadership skills one can improve his managerial skills too. Following are the few importance highlighted –

1. A good leader, by exercising his leadership, motivates the employees for high performances. Good Leadership in the organization itself is a motivating factor for the individuals.
2. A good leader may create confidence in his followers by directing them , giving them advice and getting through them good results in the organization.
3. Morale is expressed as attitudes of employees towards organization, management and voluntary cooperation to offer their ability to the organization.

All business owners wish for good managers. A leader will not only manage the daily operations of a business and have strong negotiation skills, but will also inspire his employees to live the company values and go above and beyond. The organizations are not always lucky enough to find natural born leaders.

However, we can train our managers to lead. Therefore, B-Schools should start taking initiative to train their students to upgrade their leadership skills.

Few of the generally followed Leadership Trainings in different organizations are discussed below-

In-House Training

In- house training is a very popular method of training. It allows the business owner to customize the training for the specific role, industry and person involved. The financial investment is minimal. However, this form of management leadership training requires a leader that is willing to take time to do it. One limitation is that this approach is often a one-on-one, top-down structure offering one person's perspective only. Some leaders are better than others. Managers may benefit from training with multiple people. If one is looking to follow traditional training patterns and have specific leadership qualities in mind, in-house training is one option .of management leadership training.

Training Technology

Technology, particularly the internet, has made many aspects of our jobs simpler. Employee training has long incorporated audio CDs, DVDs and online videos in corporations.. apply the same method can be applied to management leadership training. Webinars are forums where leaders can directly address their managers one-on-one or in groups. This is an excellent way to supplement traditional distance training programs. It requires preparation from training managers to develop the tools. However, overall it is a relatively inexpensive option. One can reach a lot of people in a short time with such a method. However, employee interaction and team building may be weak if the training is not reinforced in person. You may wish to consider webinars, audio CDs, DVDs and online videos for management leadership training. This is especially true if you have a large team and the ability to design such a program.

Live Seminars and Workshops

Live seminars and workshops also can be considered as one of the important method of leadership training. The beauty of these events is that they are often hosted by leading professionals from a variety of industries. Live business seminars are typically somewhat lecture oriented. However, many may include supplemental workshops offering hands-on group work. These can be a little expensive, but many managers find this method rewarding. It provides them a chance to escape the typical work environment and shows the company is willing to invest money in their staff. If you can afford it, think about sending your potential leaders to a live seminar or workshop for their management leadership training.

Consultation

Hiring a consultant is a way to combine in-house training with a live seminar for management leadership training. Here, a professional leadership consultant to meet with the business owner or the executive leadership team. This is comparatively expensive, but it is an excellent form of management leadership training. It is also excellent because all levels of the business can be involved. If one can afford this option This is especially beneficial if one has significant leadership concerns that require hands-on training from an outside source.

Dale Carnegie Training

One such option for formal leadership training programs for managers is offered by Dale Carnegie Training. In this company's leadership training program, managers learn how to build effective coaching techniques, master problem analysis and decision making, effectively communicate change, strengthen listening skills and recognize team success with enthusiasm. In addition, this program teaches the 8-step delegation process for managers, which greatly improves management skills overall. Dale Carnegie Training is similar with formal type of Training It is definitely a worthwhile option to consider.

The best leadership development programs allow working on our own specific leadership challenge. Leadership coaching, either in small groups or individually, is a great way to develop leadership skills. It offers the rare opportunity to really examine your leadership style and receive honest feedback. Leadership courses that provide hands-on learning experiences will give us the feel for leveraging your innate leadership strengths. Exercises that help you translate your learning into concrete action plans are also extremely valuable.

The above discussed training techniques are mainly used in corporate houses. But the same practice is not followed in B- Schools during the formal period of training as it is should be. A study is done to explore this with reference to many B- Schools of the State of Assam. It is a state in northeastern India, situated south of the eastern Himalayas along the Brahmaputra and Barak River valley.

A part from 4 Universities (Govt.) Assam Institute of Management, Northeastern Regional Institute of Management are the prominent Institutions providing Management Education among many others. In most of the B- schools it is found that proper leadership training is not provided rather it is considered as a part under overall Management Education.

In Assam, most of the B- Schools provided mainly the following leadership trainings –

Formal Academic Training

Business schools offer management leadership training in a formal academic setting. This type of management leadership training may be in the form of workshops at the local college or a full graduate degree. These programs are time consuming and require a significant investment from the business owner. The advantage of these programs is that they generally involve all of the best parts of each method discussed in this post. Professors are often experts in their field such as supply chain logistics management and classes are conducted with group participation in mind. In addition, there is significant oversight to ensure all parties are learning accordingly. If your business is highly specialized and you can afford this option, you may wish to consider formal academic management leadership training.

Team Building Activities

The attribute of leadership can be developed through team building exercises. The skills of working with a team and all the people around them are what make a leader great. In order to hone those management leadership skills, team building activities offer as a training opportunity to build relationships and learn about others. It offers a new environment to establish trust, resolve conflicts and work together. Management Institutes can try various types of team building activities like blindfold challenges, back-to-back drawings and life highlights. As managers get to know their team better, they will improve their overall management leadership training on a personal level. Depending on the size of the business and the industry in which someone is involved, some of the management leadership training options may be more suitable.

Soft Skill & Self Development Training-

The most successful leaders have not only mastered technical skills, they've also mastered soft skills. Commonly known as "people" or interpersonal skills, soft skills like negotiating, building morale, and maintaining relationships are key to a leader's success. These traits include leadership, self-awareness, communication skills, and emotional intelligence.

Leadership is the process of influencing people to get their voluntary cooperation. Integrity, authenticity, deep-penetrating insight and clear vision are the essential qualities of successful leaders. Self development inculcates these qualities among the persons. Such persons inspire others, and transform the atmosphere and make it conducive to communication.

One of the main reasons why employees do not listen their boss is that they find certain lapses in his integrity and honesty. With self development, he becomes authentic leader, not masked speaker.

Business Games and Role Play Method-

Leadership is not an academic pursuit. Their success is not based on clever interpretations of famous quotes or methodologies, but on unifying a group to achieve a common goal.

Games are fun, but they're also about stealth learning. The following leadership games can both make you a better leader, and improve the leadership qualities of your team members.

1. Pass the Hoop- This game involves having a group stand in a circle and hold hands. One of the people in the circle has a hula hoop around their arm. Now, try to pass that hula hoop all the way around the circle.

You can see what this activity works to strengthen, right certainly teamwork, which is crucial for any leader, as they're not working in a vacuum. There's problem solving, too. But most importantly, communication which might be the most fundamental skill for any successful leader to have.

2. Maneuver the Minefield

First, blindfold one person in the group. Then, set up an obstacle course or minefield around them. Next, establish a limited set of words that can be said to help direct the blindfolded person through the minefield. For example, just four words: left, right, forward, back.

The object of this leadership game is to guide the blindfolded person through the minefield without incident. You can do this in the office or outside on a company retreat, but either way you're going to develop your communications skills and one of the more elusive leadership bonds — trust.

3. Stand Up

Here's a simple one that requires no props. You need only two people, who are sitting on the floor. They face one another, with the soles of their feet together and holding hands. The object of this game is to have both players stand up at the same time. It's a great way to develop teamwork and trust, while working on problem solving and collaboration.

4. Improv Night

Improvisation is a good way to get a team to bond, which is one of the responsibilities of a leader. Improv helps with communication, self-awareness, self-confidence and creativity. Plus, it helps you pay attention and listen better.

Set up an audience and a group to perform. In the classic Improv set up, have the audience shout out a location, a profession and a situation (like coffeehouse, cop and buying a donut). Whatever you choose, it'll be silly, educational and sure to get the creative juices flowing.

5. Desert Island

What objects would you want to have if you had to survive on a desert island? Break up into teams and have them choose five items that they all can agree are essential to their survival.

We're not talking about your favorite album or book, but life-or-death decision-making, which will illustrate people's priorities and also show how willing they are to compromise and work together for the greater good. It's a great exercise to learn how to work with limitations, and it involves planning, risk-taking and communications, all the basic skills of leading a project.

6. Shape Shifting

You'll need a rope, one that has been tied at both ends into a loop. It should be large enough for everyone to hold with both hands while they stand together in a circle. Now, tell the group to make a shape, such as a circle, square, triangle, etc. The group then tries to put the rope on the floor in that shape.

Repeat this and add complexity, asking them to make more difficult shapes, such as a horse, chicken, etc. Only the catch is, now they must communicate non-verbally, only with hand gestures. As you continue, remove even the hand gestures for communication. When done, discuss the experience and explain the importance of communication.

7. Leadership Crest

Some people might not have a family crest, but everyone knows what they are: a visual representation of that clan's strengths. It's something that explains the family. Apply that same idea to leadership, and have everyone make a crest that represents the values, beliefs and ideas of a great leader.

Have them break the crest or coat of arms into four categories, leadership skills, values that help influence others, recent accomplishments and what you like most about your current work. Which section was easiest? Does anything there reveal something about you that others might not know? Are the company's values reflected on the crest?

This game focuses on an often overlooked leadership quality, alignment. It's important to have your values align with your accomplishments and your companies values.

8. You're a Poet, and You Didn't Know It

Writing a poem is a great way to stretch one's creativity and explore leadership concepts. You can write the poem yourself or break into small groups, each with the task to think about leadership in nonlinear ways to discover new perspectives.

To offer a bit of direction, require that the poem relate to the five senses, have action words and discuss abstractions. But when choosing words, make sure they're specific, meaningful to you and, of course, poetic (musical and pleasing). Afterwards, have a group discussion and see what surprising ideas were revealed.

9. Leaders You Love

There are many great leaders in every field and era, with plenty of leadership styles ranging from transformational to transactional. We can learn from that history. Often our sights are set on specific leadership skills that resonate with us, but that myopic view can leave other important attributes in the shadows.

So, get a few small groups together and have them discuss leaders they know or admire and why. Then get everyone together and talk about leadership with the examples they culled in the smaller groups. Not only will the results be enlightening, it'll help the group bond.

Conclusion:

Leadership is an important factor for making any type of organizations successful. Throughout the history, it has been recognized that the difference between success and failure, whether in a war, political movement, a business, or a team game , can be attributed largely to leadership.

Though, many leadership skill development training is given to the B- School trainers, but it is felt that there are many miles to go and many things to achieve. Good leadership is essential in all aspects of managerial functions whether it be motivation, communication or direction. Good leadership ensures success in the organization, and unsatisfactory human performances in any organization can be primarily attributed to poor leadership.

Taking their future prospect in to consideration, the training in leadership is important for inspiring and motivating dispersed employees, they are needed to offer some guidance as to how leadership might function in the various contexts.

