MAHATMA'S LEADERSHIP STYLE

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ABSTRACT

India is a fascinating and diverse country with many languages cultures, castes and religious. India has been shaped by various great leaders like Mahatma Gandhi, Rabindranath Tagore, Jawaharlal Nehru, Sarojini Naidu and Ambedkar. These leaders are role models for leadership and their outsanding leadership qualities can be studies and practised in these days of worldwide change and development, because of the impact that they made in India by their leadership. This study aims to study the leadership qualities of Mahatma Gandhi, the great role model of truth and non-violence in Indian history, and the great freedom fighter and servant leader from India so that this concept can be taught and practiced by Indian and worldwide leaders.

Gandhi is widely acknowledged as one of the greatest leaders of the non-violent movements the world has ever seen.

The objective of this paper is to re-examine the outstanding qualities of leadership that Gandhi provided and deconstruct the constituent components of his leadership to arrive at a better understanding of the qualities characteristics and effectiveness of leadership, India is one of the fastest-growing economies in the world and has sent thousands of management leaders all over the world now so every Indian manager could be exposed to the basic teaching and practice of leadership, which truly offers hope and guidance for a new era in human development.

Key Words:-*Leadership, Transformational Leader, Servant Leadership.*

INTRODUTION TO LEADERSHIP

The ability to inspire confidence and support among the people who are needed to achieve organisational goals. Anyone who is influencing the activities of others towards the achievement of a goal, Personal traits, Task accomplishment traits, Motives, Cognitive factors are the characteristics of a good leader.

Mahatma Gandhi was a transformational leader meaning that he was a leader who leads by example and empower his followers to make them feel better. A Leader can do

many things in order to be a transformational leader. Doing things such as motivating your followers, making your followers want to do things with their own choice and feeling confident all relate and fall into the things that make a transformational style.

Gandhi was a transformational leader became many times in throughout his life he had to unite people to do the things they stood for. Doing that it self-shows two of the things that make a leader be a transformational leader.

Mohandas KaramchandGandhiji – The servant leadership style

Mohandas Karamchand Gandhi and the great leader of masses in India, is the important architect and significant leader of the Indian freedom struggle. Gandhi was born on October 2, 1869. He was a below average student and very shy during his school days. Gandhi went to England to study law in 1888. After finishing law school, he returned to India in 1891. Unable to practice law in India, he left for South Africa in 1893. In South Africa, he experienced the sufferings of Indians due to social tensions. This promoted him to lead the Indians to fight against social problems by adopting the strategy of Ahimsa (non-violence) and Satyagraha (holding to truth). When he returned to India, he led Indians to fight the British with the same weapons. He was imprisoned many times when he practiced these principles of non – violence and underwent fasting. These servant leadership principles, applied in practice, forced the British to declare independence, At the stroke of midnight on August 14, 1947, India became an independent nation.

Dimensions of Servant leadership style of Mahatma Gandhiji

- Voluntary subordination
- Acts of service
- Authentic self
- Covenantal relationship
- Responsible Morality
- Transcendental Spirituality
- Transforming influence

A leader with vision has a clear, vivid picture of where to go, and a firm grip on what success looks like and how to achieve it. Leader must share the vision and acts upon it. He must communicate it clearly and passionately. Mahatma Gandhi was a great leader. He had chosen the path of non-violence for himself and his followers. Gandhi's approach had always been holistic as human life is a synthetic whole, which cannot be divided into watertight compartments of social, Political, religious life etc. he is favour of a non-violence and more civilized life style. Gandhiji keeps things in perspective. Do not dismiss others (or) anything big (or) small without giving a try.

Gandhiji is widely acknowledged as one of the greatest leaders of the non-violence movements of the world has ever seen. As a pioneer of Satyagraha, which is resistance through non-violent civil disobedience, he became one of the major

political leaders of his time. Many other great leaders, like Martin Luther king and Nelson Mandela, were inspired by the philosophy of non-violence of Gandhi.

Leadership Style – Transformational Leader

There are specific characteristics a person must show in order to be a transformational leader, and Gandhi possessed them. "Transformational leaders are inspirational, trust worthy and charismatic role models who lead by example "(pachamama alliance). They are those who inspire team members to give their best, which greatly motivates them, and increases the chances of succeeding. Finally they have a strong vision, which guides them in the process of making change. Gandhi led his followers greatly by example being humble, by living in poor conditions, just like millions of people in India. They could relate to him and this inspired them to give their best effort in order to make a difference.

A transformation leader makes others people feel confident and powerful, which wasn't the case of the Indians, since they were under the rule of the British. Gandhi empowered all these people to believe in themselves and feel influential in the change they were trying to create. India's independence couldn't have happened with one person; everyone had to be a part of it. Gandhi encouraged them to believe in themselves in order to cause this great change in our country. At the same time, he was open to new ideas and opinions from his followers, and some of these were implemented in his campaigns. Without being humble and empowering, Gandhi's change wouldn't have been that influential. Transformational leaders are those who work together with a group of people, to make a difference, as well as leaving a legacy of that change.

CONCLUSION

Gandhi's ideals and characteristics featured in this paper depict clearly that he practiced servant leadership thought his life in South Africa and India. The analysis in this study on servant leadership assists our understanding of the qualities of servant leaders. According to Winston and Ryan "If Gandhi was a servant leader who engaged in human leadership activities, then the nation of servant leadership would be an Indian ideal rather than a western ideal". India is one of the fastest- growing economies in the world and has sent thousands of management leaders all over the world now. So every Indian manager could be exposed to the basic teaching and practice of servant leadership which truly offers hope and guidance for a new era in human development.

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