



Being an Effective leader

CII Chennai Jan 24 th Shiv

Structure

- **Responsibility**
- **Good managers rarely make great leaders**
- **India not Immune**
- **Needs of followers**
- **Effective leaders**
- **Change fatigue**
- **Summary**

Increasingly, Leadership is not a title, nor a surname, nor an entitlement. It's a hard battle to be a leader in any sphere. Good leaders tend to be thought leaders of their domain.



**Leaders take
responsibility**



Responsibility



**Leaders work
towards a
legacy**

Effective Leadership

Good Managers

Process
Administration
Systems
Structures
Doing things right
Order
Consistency
Efficiency
Stability

Good Leaders

Vision
Aligning
Innovation
People focus
Doing the right thing
Long Term
Change
Newness

**We live in an
interconnected
world, India is not
immune to global
challenges**

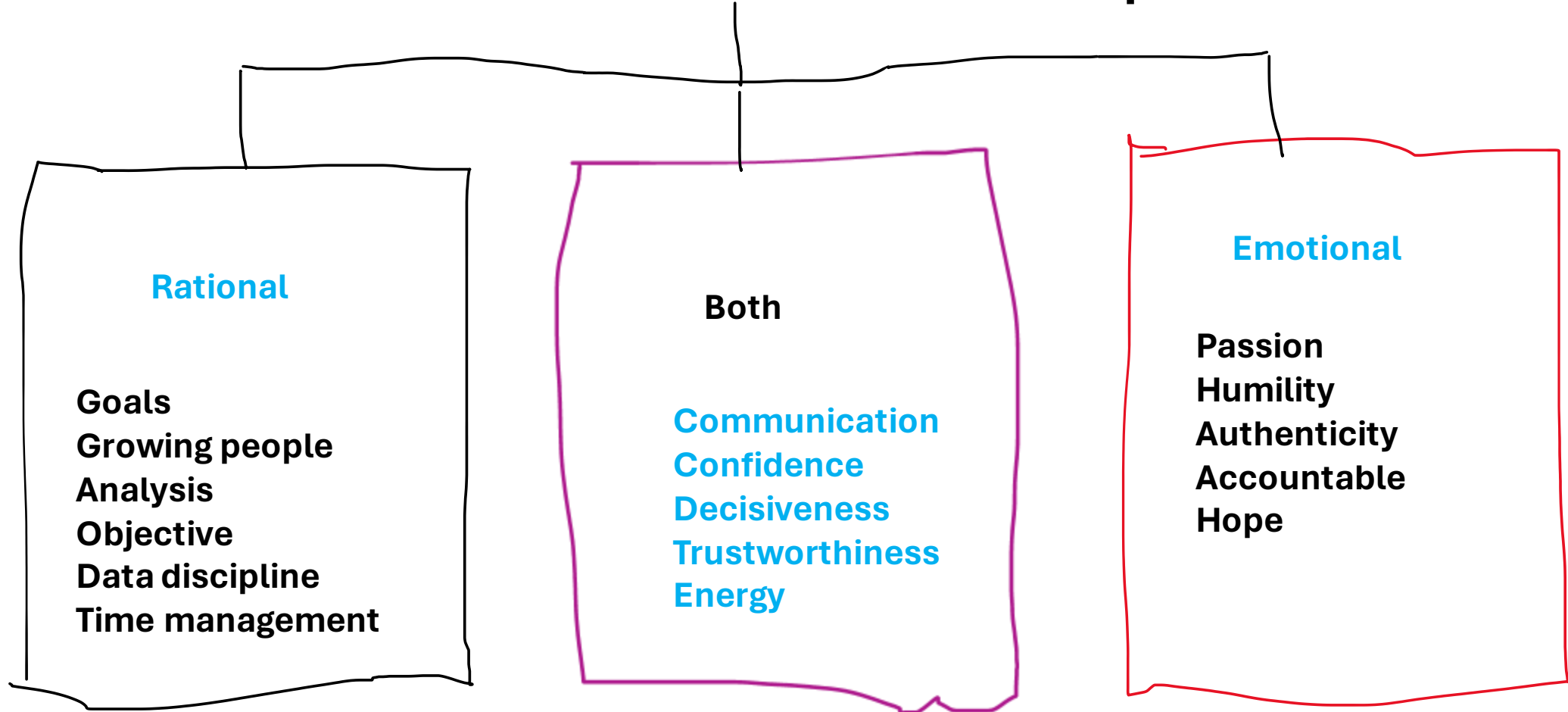


S & P CEO speech Keywords Qtr. 3, 2023

- 1. Productivity**
- 2. Efficiency**
- 3. Reduction**



Effective Leadership



Needs of followers

- 1. Trust**
- 2. Emotional Connection**
- 3. Stability**
- 4. Hope**

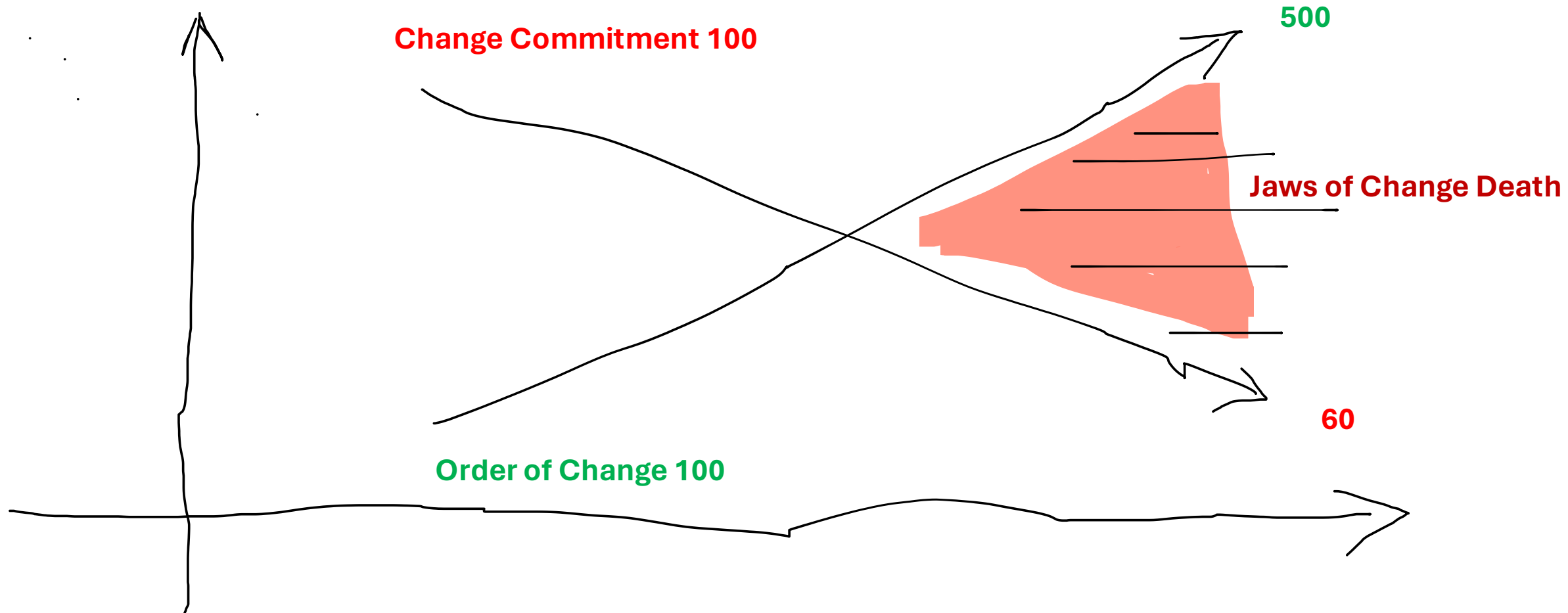


Gallup survey of 10,000 employees

Traits of Effective leaders

Traits	Data
Self awareness	79 % of leaders have at least one blind spot. S<>W
Employee Engagement	Commitment, Productivity
Negotiation	Eco system, influence
Decision Making	Rational, Emotional, The Long Haul
Change management	Getting organization ready for tomorrow

Change fatigue



Effective leaders

Attribute	What it means
Approachable	Feedback, Responsive
Aspirational leader	Sets a high standard, Feet on ground while sights are himalayan
Credible leader	Intellectual honesty

Summary