

(IJ -03) Application of Ancient wisdom for Leadership Effectiveness

Dr. Usha Jaiswal, Asst.Professor, Dev Sanskriti Vishwavidyalaya

Dr.Karanam Nagaraja Rao, Associate Professor(rtd.), Alliance University

Prof.P.Narayana Reddy, Group Director, Samskriti Group of Institutions.

Abstract

Leadership is the trait every manager must possess to become effective. In the present day's complicated and competitive environment, the success or failure of the company depends on the quality and effectiveness of its leadership (Dowsett, 2006)ⁱ. Although it has been perceived for a long time that 'good leaders are born', the new paradigm says that 'good leaders are made, not born'. The corporate world is increasingly hiring these change agents who can catapult the companies to new horizons of success with their influence, vision, and other qualities.

Since the 1930's innovative entrepreneurs discovered the association between leadership effectiveness and organizational achievements. Building leadership effectiveness encourages leaders to develop practices that transform values into action, vision into realities, obstacles into innovations, and risks into rewards.

Leadership effectiveness, however, will not dawn out of the blue unless there is conscious attempt to build it through external interventions such as imparting emotional intelligence, ability to take risk, qualities of tolerance to ambiguity, tolerance to failure, measured optimism, high degree of integrity, sense of appreciation, generous in reward sharing, equanimity in success and failure, fondness for 'trial and error' and the like. The aim of the current research paper is focussed on how to inculcate these qualities so that all managers are at once leaders in their position. The researchers are interested in studying the wisdom of ancient India and try to connect whether Yoga & Meditation, Vedantic outlook, traditions and practices help in developing qualities worthy to imbibe leadership effectiveness. Both Itihasas viz Ramayana & Mahabharata, Gita, Pancha Tantra, Artha Sastra, Bhartrihari's subhashita, Patanjali Yoga Sutra, Shanka's commentaries, the works of Vivekananda, the Parables of Ramakrishna Paramahansa, the works of Aurobindo are the exceptionally brilliant treatises of wisdom. In fact, Panchatantra was designed by Vishnu Sharma to make foolish sons of a king worthy to rule the destiny of the state. The Yaksha Prasna episode of Maha Bharata is a wonderful narration of emotional maturity displayed by Dharmaraja.

The traits like emotional intelligence, stress management, tolerance to risk, tolerance to failure, incessant optimism, integrity in thought and action etc. can be culled out both from sruti and smriti literature. For example, Gita elaborately discusses the concept of sthita prajña who displays equanimity in situations of happiness and sadness.

"One whose mind is not shaken by adversity, who does not hanker after happiness, who has become free from blind attachment, fear and anger, is indeed sage of steady wisdom – sthita prajña." ⁱⁱ – Gita 2.56

The display of tolerance is well demonstrated when, in Maha Bharata, Dharmaraja ensures releasing of Duryodhana from the clutches of a Gandharva in Vana Parva; and again, when he allows Saindhava to survive though he tried to kidnap his wife. While the entire period of exile of Srirama was to uphold the words of his father, the exile of Pandavas was to uphold dharma (righteousness). These are certainly the traits which a leader should emulate.

In this background, the researchers are interested to explore the knowledge imbedded in the ancient society and connect to modern leaders to facilitate spiritual hooks to them. The research is purely exploratory intending to find out pearls of ancient wisdom for modern situations. The literature is culled from data bases such as Proquest, EBSCO, J Gate and a few traditional journals from Indology and other related websites.

Key Words: Leadership Effectiveness, Ancient wisdom, Indology, Organizational Effectiveness.