



# APPLICATIVE LEADERSHIP

## Extra Credit on-line Course

Department of Business Administration  
MODULE I



INSTRUCTOR  
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LETS GET STARTED

# INTRODUCTION

## DEFINITION OF LEADERSHIP

**Stephen P. Robbins states  
“leadership is the ability to  
influence groups toward the  
achievement of goals”**

**A leader does not have to be  
someone who holds a formal  
position or title**



# LEADERSHIP SKILLS

- ✓ GOAL SETTING
- ✓ RELATIONSHIP/ TEAM BUILDING
- ✓ DECISION MAKING
- ✓ COMMUNICATION
- ✓ DELEGATION
- ✓ PROBLEM SOLVING
- ✓ TIME MANAGEMENT
- ✓ MOTIVATION



# EXPECTATION FOR A LEADER

- LEAD CHANGE
- INSPIRE OTHERS
- THINK CRITICALLY
- DEVELOP PEOPLE
- CREATE ACCOUNTABILITY
- DELEGATE WISELY
- UNBIASED
- MAKING TIME FOR EMPLOYEES
- RECOGNIZE ACHEIVEMNTS



# LEADER NOT A BOSS

- Bosses comments but leader influence
- Bosses ensure whether their employees follows the rules but a leader encourage and participate in the work assigned
- Leaders take blame and give credits to the team whereas bosses blame the team if work does go well and take credit if it is success
- Leaders train the replacement to his team
- Leaders provide support
- Leader plays a non-management role, usually appointed informally



# LEADERS OR MANAGERS

## LEADER

- Mission to accomplish
- Challenges the Status quo
- Unique
- Take risks
- Willing to learn & grow personally
- Results of leadership are Intangible
- Build relationship
- Leaders have fans

## MANAGER

- Goal oriented
- Maintain and try to achieve status quo
- Mimic their competitors
- Avoid taking risks
- Existing & proven skills
- Focus on goals & objectives
- Results of manager is measurable
- Managers have employees



## Dealing with a Crisis Case Study

Assume you are the VP of Sales and Marketing for a large insurance company. Once a year your company rewards and recognizes the top 100 sales agents by taking them to a luxury resort for a four-day conference. Business presentation meetings are held during the morning. Afternoons are free time. Agents and spouses can choose from an assortment of activities including golf, tennis, boating, fishing, shopping, swimming, etc.

On day 2 at 3:00 p.m., you are at the gym working out on the treadmill, when you see Sue your administrative assistant rushing towards you. She says, "I need to talk to you immediately." You get off the treadmill and say, "What's up?" Sue states, "We've had a tragedy. Several agents went boating and swimming at the lake. Randy, our agent from California died while swimming."

(Background information – Randy is 28 years old. His wife did not come on the trip. She is home in California with their three children).

1. Explain what you would communicate to the following people.  
a) Your boss  
b) Your Human Resources Department  
c) The local police  
d) The attendees at the conference (Would you continue the conference?)

2. How will you notify Randy's wife?

3. If Randy's wife and a few family members want to visit the location of Randy's death, what would you do?

4. What are some "guiding principles" that leaders need to follow in a crisis situation?



# THANK YOU

For feedbacks and queries

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