

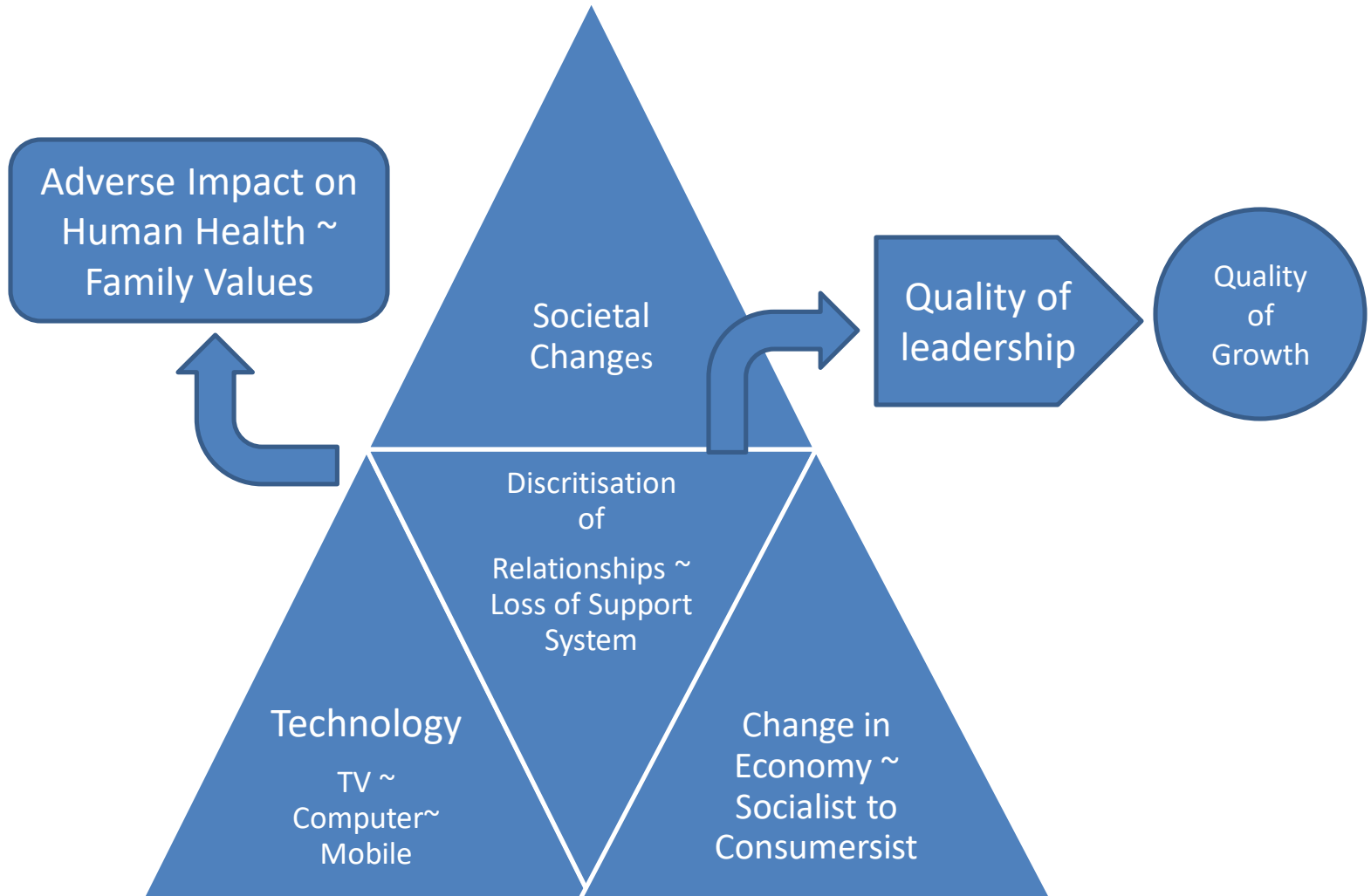
# HU 107 S1

## Holistic Empowerment and Human Values

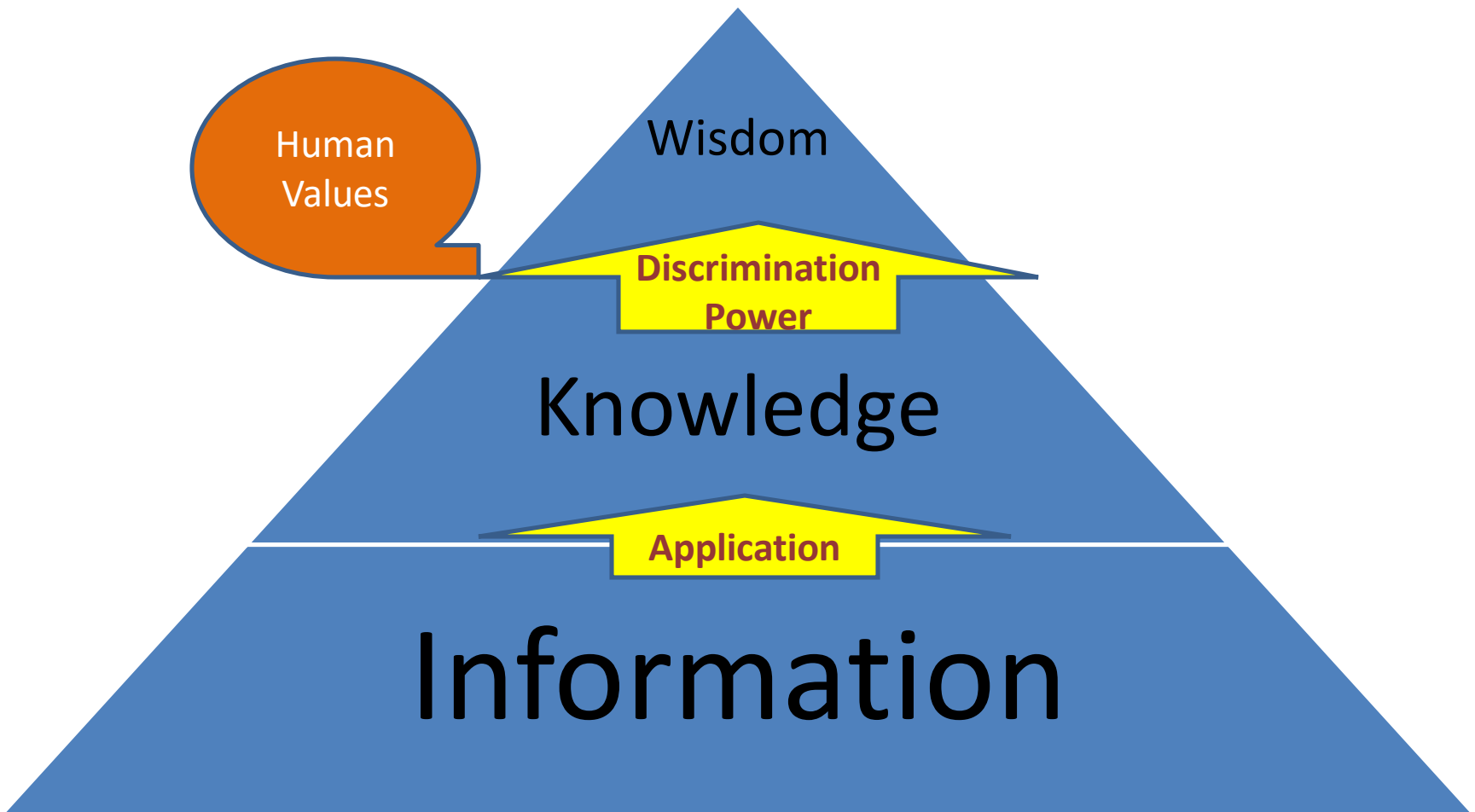


Dr Gaurang J Joshi  
Dean (Planning & Development)  
Professor  
Transportation Engineering & Planning  
Civil Engineering Department, SVNIT Surat

# What is Relevance of This Course?



# Learning Pyramid





**“Education is the  
manifestation of  
the perfection  
already in man.”**

---

[www.thoyops.com](http://www.thoyops.com)

# What is Empowerment?

**Empowerment** means gaining autonomy and control over one's life and having knowledge and awareness of one's self

# What is Holistic Development?

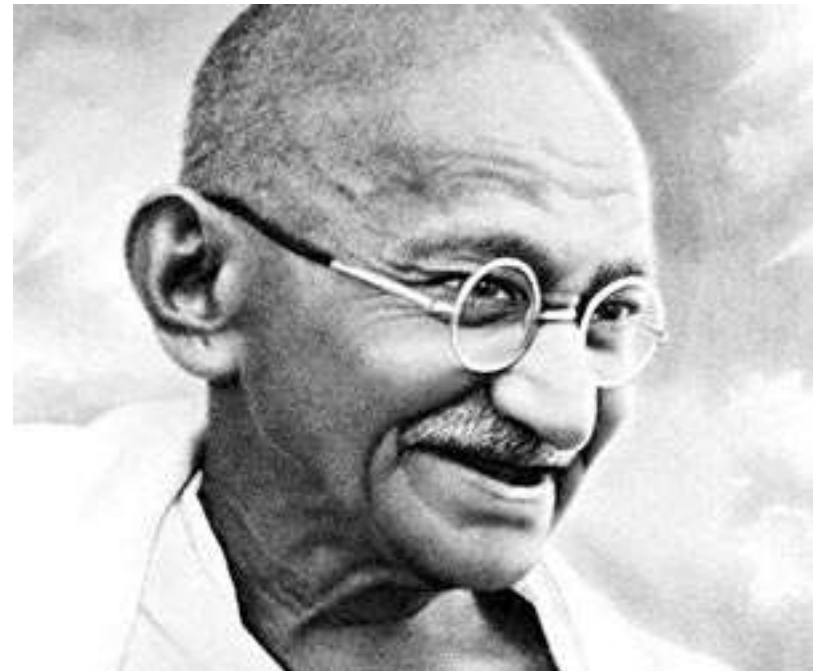
A process of self-actualization and learning that combines an individual's, physical (physiological), mental (cognitive), social, emotional (psychological), and spiritual **growth**.

# What is meant by 'Human Values'?

**Human values** are the virtues that guide us to take into account the **human** element when we interact with other **human** beings. **Human values** are, for example, respect, acceptance, consideration, appreciation, listening, openness, affection, empathy and love towards other **human** beings.

# Sustainable Leadership for Professional and Personal Effectiveness

*“A sign of a good leader is not how many followers you have, but how many leaders you create.”*





# Sustainability

Equity & Efficiency

Intra and Inter Generation

Short and Long Term

September 2015 :UN General Assembly adopted the 2030 Agenda for Sustainable Development

**17 Sustainable Development Goals (SDGs)**

Guiding principle : “leaving no one behind”

**Emphasis on holistic approach to achieving sustainable development for all.**



**Corporate sustainability** is defined as an organization meeting the needs of its direct and indirect stakeholders without compromising the needs of future stakeholders (Dyllick et al., 2002).

**Corporate social responsibility** is defined as actions on the part of an organization that advance or comply with the promotion of some social good beyond the immediate interests of the organization and its shareholders and beyond that required by law (McWilliams et al., 2011).

**Corporate social performance** is defined as stakeholders' assessment of the outcomes of corporate behavior (Wood, 1991).

## ESG: CSR Triple Bottom Lines



**Environmental:** Issues such as environmental compliance as defined by law; environmental health and safety for employees; genuine interest in society; the natural environment and climate change; the reporting on and taking responsibility for environmental impacts; and ethical investment.

**Social:** Employee relationships with management; diversity; employee and external stakeholder rights and involvement; and community participation.

**Governance:** Issues such as transparency of board structure; anti-takeover provisions; management performance; commitment to stakeholder protection; legal protection for investors; and transparency of activities through voluntary disclosure.

***Leaders need to become aware of:***

- Their own sense of purpose and ways they can contribute to the well-being of others
- Who they are:
  - What their strengths are
  - What they enjoy doing
  - The professional and personal context they need in order to be successful (e.g., the role and importance of family, friends and colleagues)
- How they are part of a larger system
- How they depend on others for their own success and the success of their business
- What responsibility they have toward their workforce and external communities
- What responsibility they have toward the natural environment (e.g., the impact of their business upon the depletion of particular natural resources)
- What responsibility they have toward future generations

The behaviors and competencies of sustainable leaders have implications for leadership development activities for all levels of leadership across an organization.



# Top 10 Qualities of a Leader

- |  |  |
|--|--|
| <ul style="list-style-type: none"><li>• Honesty &amp; Integrity</li><li>• Confidence</li><li>• Inspire Others</li><li>• Commitment &amp; Passion</li><li>• Good Communicator</li></ul> | <ul style="list-style-type: none"><li>• Decision Making Capabilities</li><li>• Accountability</li><li>• Delegation &amp; Empowerment</li><li>• Creativity &amp; Innovation</li><li>• Empathy</li></ul> |
|--|--|

# Integrity

**It means** following your moral or ethical convictions and doing the right thing in all circumstances, even if no one is watching you. Having **integrity means** you are true to yourself and **would do** nothing that demeans or dishonours you.

**“A leader is one who knows the way, goes the way, and shows the way.”**

- John C Maxwell

# Leadership

## Inspire Others

If your actions inspire others to dream more, learn more, do more and become more, you are a leader.

-J Q Adams

## Confidence

To be an effective leader you should be confident enough to ensure that other follow your commands.

# Accountability

**“A good leader takes little more than his share of the blame and little less than his share of the credit”**

**- Arnold H Glasow**

# Empathy

The ability to share someone else's feelings or experiences by imagining what it would be like to be in that person's situation



# Behaviors of sustainable leaders

The following eight leadership behaviors are needed for leaders to implement corporate sustainability and CSR and, thereby, create and maintain a sustainable organization (D'Amato et al., 2009).

1

## Promoting the company's vision

Crafting a long-term strategy that focuses on serving the triple bottom line and developing policies to meet those goals.

2

## Operationalizing CSR

Turning policies into actions by integrating them into everyday processes and procedures.

3

## Obtaining top management support

Getting buy-in for actions that create visibility for and awareness of global responsibility, both inside and outside the company.

4

## Engaging diverse stakeholders

Aligning cultures and systems to create balanced relationships characterized by reciprocal commitments, responsibilities and benefits.

5

## Empowering and developing stakeholders

Enhancing the power of individuals to implement CSR, being open to new ideas, providing training activities and challenging assignments, and acting as a coach or mentor.

6

## Communicating with stakeholders

Actively supporting and developing a culture of shared information among stakeholders about corporate sustainability.

7

## Measuring performance

Holding individuals and groups within the organization accountable for their work through feedback, formal appraisal and reward policies. Helping to ensure accountability among external stakeholders through regular reporting and external audits.

8

## Setting ethical standards

Setting an example to stakeholders, within and outside the organization, by behaving with integrity in both professional and personal life.



# Sustainable leadership model and conclusions





**“A genuine leader is not a  
searcher for consensus, but  
a molder of consensus.”**

**Martin Luther King, Jr.**

Civil Rights Leader

digital.com

