

Sannidhya

SCRESS

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Total marks available 100, Attempted 80

Total marks question 1 is 2 points to be attempted

attempted →

Q1 (B) what is the main

to be done to?

"Practise" toward to that goal if not a

good idea (A) after all has

. turned

Q3 (B)

→ D good extra

Q4 (A)

Q5 (A)

classmate

classmate

Q2

(A)

## Four Model of Leadership.

so let us first understand what are these four Models of Leadership then we will discuss case studies related to them.

# Four Models are

- 1) Political Framework
- 2) HR Framework
- 3) Structural framework
- 4) Symbolic framework

1) Political Framework → In this we always have to maintain our relations with government and other political leaders and parties. In India conception is big problem and we all still trying to get a way to get out of it. so all companies have to provide funds to govt. political party in opp. as they can be in govt next time may be. Always take care of leaders of the area your company is in. you provide them funds and etc.

eg: Satyam Infotech  
(discussed in last).

Lecture 1

SCRIBE

2) symbolic framework → you have to maintain the vision, profit you must know what to symbolize to get people trust. This is very important.

eg → In Riyadh TCS (an Indian company) it allows female to work but according to the country policies there are "different blocks" for female

3) Human Resource → An organization always work with "Man power" not only leaders,

An organization is all about its employee and welfare of employees should be their first priority.

eg → In google they provide lot of perks to employee to make them happy as happy they can be.

they provide different foods, coupons for shopping, trips to

(total 4 hours)

Dinesh

SCFSSS

different destinations. giving them encouragement and Bonus. use some different ways to make your employees happy and satisfied.

you must treat all employees equal as well from CEO to a clerk or supervisor every one have Rights. and there protection is the main concern of you. that's why many companies outsource their HR department to make it better and best. They want there employees to be best and happy as possible so they will be more productive at there work efficiency will be more and overall growth of the company will be there.

#### 4) Structural Functional work →

you have to work according to the design, structure of organization which is well defined you have to work according to the processes defined and designed.

dumbshari

scrss

There is always a structure or architecture designed for which you must follow.

clg

CEO

BOP

Branch Manager

Senior Manager

Manager

Senior Dev.

Junior Dev.



Structure

# Let us discuss "Satyam Infotech"  $\rightarrow$

so Satyam Infotech was one of the leading IT company one before 2007 was having all major projects of govt. of America. "Republican's govt." was there that time.

Satyam Infotech provides funds to the Republican party as candidate for Demo names like OBAMA - a BLACK Person. Satyam was confident that he will not will they do not provide any fund to the Democrats.

This funding was in cash and was not gonna show in

Institute

Accounts of Satyam Infotech  
 As it was money of Corruption  
 But OBAMA won the  
 Elections ~~the~~ And this was  
 devastating news for Satyam  
 Infotech. Only the first day  
 OBAMA called meeting and  
 made pressure to Raid Satyam.  
 Due to World Bank and Swiss  
 Bank pressure Indian Minister  
 Raided on Satyam. They had  
 No Records of 40-50 Cr dollars  
 in cash in hands. This story  
 makes us understand political  
 framework.

### # Case study Infyosys and Relation with Models.

Infyosys is and was most successful Indian company. It provides service to big companies like Microsoft, IBM etc.

In 2004-2005 Infyosys Board of Directors meeting discovered that there will be huge "Recession" in America in 2008 whole economy will gonna effect. Meeting after meeting they ~~decided~~ were trying to solve it.

Industry

SCR. 555

Narayana Murthy to CNBC in 1999 one said that

"These Biggest Assets are their Employees"

not their Headquarters or anything so company decided that they will take projects of Europe in American Economy will not affect it.

In 2008 when recession came in whole world's IT company laying off. But Infosys and TCS were only two recruit people.

so Human Resource model can be understood here.

In 2012 there was recession in Europe so they moved to India and taken Indian projects.

Nandan ji was CEO and had good relation with Sonia Gandhi.

But every place they have to give some money as because of

Political favoritism so Nandan ji decided to go in election in

2014 He fought from south

Bengaluru But lost against BJP leader Anant Kumar so this

case study gives us details about

Political and Human Resource framework

Jyoteshwari

(A)

7 Steps for EFFECTIVE  
LEADERSHIP DEVELOPMENT  
are as follows.

- 1) Determine current and Potential leaders within company
- 2) Identify leader gaps
- 3) Develop succession plans for critical roles
- 4) Develop career planning goals for Potential leaders
- 5) Develop a skills Roadmap for future leaders
- 6) Develop Retention Program for current and future leaders
- 7) Identify current and potential leaders within company.

Let us discuss one by one →

- 1) Determining the Best leadership style for your organization →  
you must know that what.

## Leadership

type of leadership your organization need. There is a way different organization work may be a leader in one company one organization is not suitable for your company as environment work culture atmosphere, work culture is different from the other company.

Different leaders have different qualities some are strict some are polite. some have better understanding of a subject some might be expert in else. If you give it to wrong person that can be bad for your company and you may go in loss so it is always very important that what type nature of person should sit on the highest position or lead the organization.

2) Identifying current potential leaders within company.

When you want choose a leader before one must know

classmate

about your organization and you must choose the best person from your own company as he/she knows the way, the path your company follow they know how company deals with different things.

For example → One TATA group were fetching for leader and person name "Cyrus Mistry" who comes to next meeting of Board of Directors. was selected as the Leader. But Cyrus Mistry stopped all business which would going in loss. But this was not the method TATA wants with so he was removed and new leader named Mr Reddy ji was new chairman.

3) Identifying leadership gap →

Here you must list up some basic requirement for your leader. The past leader requirement and present leader requirement a Assessment is required. you must know where people.

Leadership

are lacking in the leadership where there are gaps this is important part. It is an assessment of both the individual and the readiness of the organization

- 4) Develop succession Plans for (critical roles) →  
succession plan refer to passing on leadership roles. It may be possible that due to some emergency and problems that a leader is not available or how to leave so company should be ready for this type of plan. It will avoid a disruption that can cause chaos in employee and employee trauma when the CEO or a leader left the company for any reason. Whether disruption is anticipated or not. It will help employee to not fall and always have vision and goals in their mind.

classmate

- 5) Develop career planning goals to POTENTIAL leaders.

Career planning used to be considered the responsibility of an individual; you as an individual should always plan for leadership roles and should never go from away taking responsibility. Taking it with Develop you, yourself. The organization must conduct seminars from big leaders and they will give this people great tips about goals. But you have to observe thinks. know your organization more better the social environment people working there self development is always a key.

Employers requires high level of engagement - if your organization not offer career planning and advancement opportunity competition will

- 6) Develop a skill Road map for future leaders → you must learn always.

dushmanti

Learning never ends, never goes in waste and it always give you back. May be at some leader's part you may need to learn some new skills. Management skills and not necessarily management skills only. These are many things domain information and knowledge is very important.

- 2) Develop retention programs for current and future leaders.

Monetary as well as Non Monetary awards / rewards can be used to improve the retention of any employee but particular attention needs to be paid to high performance and future leader.

If you know that particular person is just company in his field definitely you must retain him/her. Not Retaining a person for job just for money is waste.

- **Example** → There was a person who can handle multiple servers at same time with having just.

Sushant

CROSS

BA degree but he was so good  
that which ever company  
he joins wants to always  
retain him.

so giving rewards / Award  
are always important.

Google always gives perks to their  
employees, trips, Bonus etc etc.

Q4

(A)

"Entrepreneurship as a  
leader."

When we talk about entrepreneurship as a leader there are  
multiple names that comes in  
mind. "Dhirubhai Ambani ji",  
"Mr. Babu (steel man of MP)",  
"Mank Zuckerberg" etc. There  
are many names and there  
are some thing common  
between these. These are  
qualities which make them a

bushes

classmate

good leaders as well.

"Moral values, ethical values, Honesty, supportive, vision, always helping their employees always making sure they are doing great" these are qualities which make it a entrepreneur a leader.

"The growth and development of people is the highest calling of leadership"

- Harry Firestone.

Let us understand this by taking a case study of Ishan alloy

It was a big company registered on 22 sept 1969, owned by Mr Babal. It was a big company having its plants in multiple location in India.

They were such a big company the electricity bill was 6 cr in 1995. He was having Biggest Bunglows in MP and the First Mercedes brought in India was

JunkShark

CSRCSY

by Mr Babal. They booked 5 Mercedes for them from total 45 coming in Indore.

Mr Babal was known as "steel man of MP". He was very humble person and down-to-earth.

He was uneducated but his ability shows us a man can do anything if he has will.

Mr Babal was a person who always took care of these workers any problem and Mr Babal will be there for workers. He eat with workers in canteen so he can know how food is what problems are there. He brought best uniform for his workers

as they work near furnace which get heat upto 3000-5000°C so no one should get harm

was his first priority and

He made sure if someone got harm he can be hospitalised and treated well.

All workers love Mr Babal they work dedicatedly for him

distributes

CSR

Mr. Babu's brother was a manager  
of one of the daughters of employee.  
But still he came for his work.  
When Mr. Babu got to know that  
he took him there and also  
made all arrangements for marriage.  
He gifted them many things. Give  
them ₹ 1 Lakh for marriage. and  
helped them a lot.  
But after Mr. Babu when  
these children took place they  
only thought about the profit  
they did not allow many things which  
they were not going to make profit  
like uniform for funeral or  
good canteen food. Now all  
employees were not happy and  
were not giving upto the many  
because of the new head  
We unable to understand these  
problems. They never meet these  
employees never talk about these  
problems. Always go for profit  
and by doing that for some  
years. Now owned by TATA and  
these all children are doing jobs  
we are unable to handle business.

Linhthu

CSO S27

those factors setuped and will be unable to make these employees happy.

From above case study we got know that leadership is not all about going forward or entrepreneurship is not only about going for profit and making company big is all about how you deal with your people. Please support them and help them to grow.

"GREAT LEADERS find ways to connect with these people and help them fulfill their POTENTIAL"

- STEVEN - J. STOWELL

dineshshukla

classmate

Date

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Q3 (B)

Corporate Social Responsibility : →

CSR is a management concept whereby companies integrate social and environmental concerns in the business, operations and interactions with their stakeholders.

Different companies have different laws and rules for CSR also depends on the registration of company.

For example in India,

- ← • Total would equal to more than 500 Cr
- Net Sales  $\Rightarrow$  1000 Cr
- Net Profit  $\Rightarrow$  5 Cr

are some of the rules to pay CSR.

There are 4 types of CSR available we can implement one which goes good with our business and good with way our company work. As CSR is something which is can also called investment to bring public trust different

Companies have different ways.

4 types are →

- Philanthropic responsibility
- Environment responsibility
- Ethical responsibility
- Economic responsibility

A properly implemented CSR always benefits an organization as it gives them a edge over their competitors. as they build trust in public as well as govt. so profit will definitely increase.

Some steps to implement CSR →

- 1) Define the concept → as today's world CSR can mean different things to different people. It depends on someone's culture and past experiences with CSR so that will determine their opinion and definition of it.
- At this stage it is important to speak and understand all stakeholders' concerns leadership, employees,

Swastik

CSR

consumers, professional organization or unions local, communities or environmental groups.

2) Understand the benefits for society:

It's important to spend a lot of time in researching the benefits of CSR and find some example business that have profited from having a successful CSR plan in place.

3) Get Profit Approval → A CSR plan requires a certain amount of budget and human resources from the business.

Put together a business case for implementing a CSR strategy and make sure include all the potential benefits in a unique CSR initiative can bring to business.

4) Set Project Goals → Next up on list for implementing CSR plan is setting goals.

checklist

CPR 222

These goals and KPI's show how our strategy is positively impacting the business and the CSR project.

All of this goals are designed around making progress of launching.

- 5) Run a ~~comprehensive~~ CSR Analysis → A comprehensive analysis is important things places you lacked places you are doing great you must know where all going good, where & improvement needed or there is need to rebuild whole design which was followed till now. New opportunities and new fields e.g. In COVID govt. India allowed companies to consider free help in CSR like oxygen, medicines, etc.
- 6) Research your CSR Initiative : This stage includes researching social and environmental initiatives your thing will be a good fit for your company's mission and vision and those that answer employee's values.

dualithum

CEPIS

Date

Page

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7)

Launch your CSR campaign → It is

the most important part after all planning implementing on ground level ; doing with right stakeholders includes , public , media , investors , fans and followers .

Make sure that each of these group has a clear communication play and priority .

8)

Manage your Program to success :

Consider your larger corporate responsibility (CSR) mission but also consider the smaller KPI's and data points that can help there .

It's also a good idea to collect qualitative feedback along side quantitative feedback .

examples →

TATA Memorial Hospital in Mumbai working free for public who can't earn who are poor .

Oxygen provided in Covid by Ratna TATA , Ambani was considered .

Chandreshwar

as CSR.

Q 1

(B)

"Know leaders in Organization"

⇒ Devote knowing leaders in your organization is one of the most important thing as the person know how your organization works how you work how all employee does all things.

1) Develop leaders →

Leadership development should be done as fast as possible. And should also be done within the organization. By assessing and analyzing. we can conduct small activities in groups giving responsibilities and then analyze them "who will and can do it & who deserves it. who is better at managing and leadership. That is one of the way.

doubtless

(5PSS)

Example → The Sunnat Ganguly led team in 2003 World Cup surprising everyone, we did not win that but we had given a tough competition and won hearts.

2) Educate and training to the employees. →

Another way to develop qualities are training them providing them sessions that can teach them how they can handle responsibility and leadership. They can train them by giving some activities by involving them changing existing there existing process and etc.

3)

Understanding Culture: Choosing a person that understand the way you and your organization work it always beneficial and will be profitable to you. We can take example of that.

Once TATA made CEO one person name "Ghosn" but he closed all the non profitable organization of TATA which was not the way

Durkheim

express

TATA went they ate trust of public may be loss but will not break trust of public. If was mistake by them then they made Mr Reddy new CEO.

4)

Selection of leaders : Learn to recognize potential and right person for secret, challenging leader and person who is well qualified for this job who can handle all of this responsibility. is best.

Make leaders accountable for developing other leaders them with the education and training needed to become a leader.

eg → As we discussed above example of TATA which selected some wrong CEO so selection process is very important and should take time for right decision.

5)

Career development → Once you will be leader or once you

Leadership

G.S.P.S.C.S.

choose a new leader it is just not that you have new work it is a progress, it is development of you. Career development is one thing of all focus about and become a leader is personally and also in career is a very good thing.

### 6) lining up managers or leadership

development : Managers are some people who interacts with many people and all staff members and they are best for the job of observing and analysing the next best person for your organisation of for being on shelf place.

Having skilled and competent leader is well needed for a organization. The role of Manager is not just to manage a team and doing work. He is also a leader and a person should look for next big leader. When you choose a right successor then you always feel confident.

dulreshwar

CSPSSD

and happy.

2) The Chief executive: The most important and most responsible person in organization. Still your vision to the employee it's your role to set and communicate a strategic direction for the business. Discussion your vision and ask for your people's help in charting it.

Ex → 1) Ishan <sup>alleg</sup> owner Mr Babu was best owner he always support free employee always help them so having a best leader always benefit you and profit of organization also go up and develop you.

2) Dinabhai Ambani ji and Mukesh Ambani ji He settled up a great company Reliance and Mukesh Ambani did well offer him failed calls of Rohit Gandhi

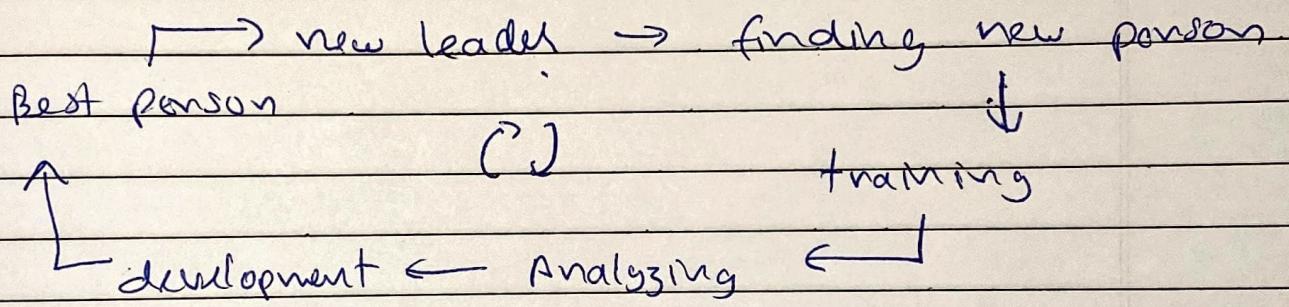
deshbhawani

CERES

He is successor of his great father and Dr Manmohan ji but not able to do it.

May be "training" was not good.

Conclusion → choosing the best leader in your organization is continuous process and it is a cycle which will go on.



cycle which goes on and may be needed "more steps in between"

End of Paper