

Sankalpshala

SCR555

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Q3

so Basic there are four models of ~~the~~ leadership

- 1) Political Framework
- 2) Human Resource
- 3) Structural
- 4) symbolic

1) Political Framework → you always have to maintain relationship with political parties. your organization have to give some money to the political parties

2) Human Resource → An organization always work with "man power" not only leader.

In google they provide a lot of perks, like, food, movies, Trips etc to employees

3) Structural → you always have work according to the structure which is well defined. There are Junior developer, then senior, then Manager, Senior Manager, Branch manager etc.

symbolic framework → you have to maintain vision, prophet you must know your inspiration

e.g. In Rigdh TCS (an Indian Company) it allows females to work but according to the company countancies policy, diff blocks for female etc.

Let us discuss Satyam Infotech case study and Relation with Models →

so Satyam Infotech was one of the leading IT Company once before 2007. It was having all major projects of American Government. That time Republicans were in Government and election were going to come.

Satyam Infotech provided funds to Republican Party as the candidate for President was a white person and for Democrats OBAMA - A BLACK person was fighting for elections so Satyam Infotech was confident that Republican will win.

~~He~~ He only provided funds to the Republican not Democrats. This funding was in cash and was not gonna show in

Indebted

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 strong  
 makes us understand political  
 framework.

Case study Infosys and Relation with  
 Models.

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

In 2004-2005 Infosys  
 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.

Narayanan Murthy to CNBC in 1999 one said that

"These Biggest Assets are their Employees"

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

In 2008 when recession came whole world's IT company laying off. But Infosys and TCS were only two recent 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 had to give some money, as because of political front work so Nandan ji decided to go in elections 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.

Sunaheshwar

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Essential Qualities and Example →

Personalities is one of  
Major important thing in leadership  
ship and that is built by various  
things.→ Enthusiasm → A leader should be  
always enthusiastic, he should lead  
from front. ~~but~~ if leader will  
be enthusiastic whole team will be  
enthusiastic. Yet we take example  
of our former President A.P.JAbdul Kalam Sir. When testing  
for rocket he was very enthusiastic  
and make whole team work with  
enthusiasm.→ Integrity → TRUST is one of most  
important thing. Integrity means  
both personal wholeness and  
adherence to values outside  
yourself. especially goodness and  
truth. Yet we take example of  
"Ratan Tata ji" he always maintain  
Integrity and transparency. All  
people nearly respect him. We ~~also~~  
also supported India in Covid  
Battle giving oxygen to public.

- Toughness → you must be tough with the decisions. Leaders aim to be respected, but not necessarily popular. Leader should not be demanding. Tough decisions are part of life. Example → PM Narendra Modi ji when he was removing J&K from. J&K there were lot of Banners and Problems but he did it stand tall and made J&K UT. He had time that he can withdraw it but he did not.
- Fairness → Every one in organization should be treated equally no one should get any advantage or Partiality. There should be penalties for wrong and rewards for good works. One should treat everyone equal not do wrong with people. e.g. "Tata" given reward to the people done good job in service.
- Warmth: Warmth, should be Point of attraction you must have coolness in yourself, you should be good with people, whenever you say any thing everyone should

classmate

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be disciplined and listen you.

Example - "Narayan Murty" ji, He was one whom all liked. He once said that Employees are My Biggest Assets. He always supported his employees and stand behind them.

→ Humility → There can be many synonyms for Humility like not sensitive or Modest or No Ego. down to earth. A person should be always down to Earth and with No arrogance; No will like to work with Arrogant people.

example → \*Both "Ratan Tata" ji and "Narayan Murty" ji are Biggest example of down to earth you should always nice to every one

→ Confidence → Most important thing, self Confidence is major thing which all should have. People will know if you are confident or not. It always help you in decision making

Aruneshwar

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But don't let it become over confidential  
the first station on the track  
leading to arrogance.

Example → "Steve Jobs" He one  
introduced the new I phone  
and I pad but whole BOP  
said it will be failure but  
after some time all people realized  
and Rest is history.

In above conversation we talked about  
different qualities and Examples like  
Narayan Murty ji, PM Modi ji,  
Ratan Tata ji, A P J Abdul Kalam ji  
Steve Jobs and etc. They all  
have these qualities and all are  
very successful in all these fields.

And John Maxwell said →  
"Leaders become great not  
because of their power but,  
because of their ability to  
empower others."