



IIT Madras

**TRAITS OF EFFECTIVE LEADERS
INSIGHTS FROM INDIA AND BEYOND**



SPG PROJECT REPORT

Presented by : Team 29

Parth Nagar

Maheedhar A

Aditya Thoomati

Irshad Sareshwala

Sanjaykumar Rathod





Team

- **Team Members:**

1. Irshad
2. Sanjaykumar
3. Parth
4. Maheedhar A
5. Thoomati Aditya Vikram

- **Selected Team Leader: *Parth***

- **Rationale for Selection:**

Parth's software engineering experience at **Credit Suisse** and **Mastercard** has honed his technical and leadership skills. His leadership was particularly evident during a high-stakes project, which required both technical expertise and effective team management.

Leadership Approach:

Parth fostered an environment of open communication and collective problem-solving. He held regular team meetings, feedback sessions, and skill-sharing sessions to navigate the project's challenges. His adaptive and inclusive leadership style ensured optimal use of each team member's strengths.

- **Consensus:**

The team unanimously agrees to the selection of Parth as the group leader, recognizing his technical expertise and proven leadership abilities. We believe that under Parth's leadership, our team will efficiently navigate the project's demands, ensuring timely and qualitative completion.

Additionally, the team acknowledges that Parth, in collaboration with the course team, will be responsible for appraising the activities of all team members throughout the project's duration.

- **Topic Selection Rationale:**

Our choice to explore the traits of effective leaders, particularly focusing on Indian luminaries like **Dr. Vikram Sarabhai** and **Kiran Mazumdar-Shaw**, stemmed from a desire to understand the unique leadership dynamics that have shaped the Indian business and scientific landscape. Recognising that leadership isn't a one-size-fits-all approach, we aimed to dissect diverse leadership journeys, offering a rich tapestry of insights. Given our team's strengths in diverse thought processes, adaptability, and ethical considerations, we felt uniquely positioned to analyse and present a comprehensive view of leadership traits that have transcended challenges and driven innovation. Our project is not just an academic exercise but a guide for emerging leaders to navigate the complexities of modern leadership, drawing lessons from those who have paved the way

Primary Resources:

We have identified four candidates for individual interviews.

1. **Shri. Rohit Pawar**

Police Sub Inspector

Specialised in Cyber Crime, combines technical acumen with ethical leadership, navigating the intricate world of digital threats. Their hands-on experience in addressing complex cyber challenges offers a unique perspective on modern leadership. A beacon in the realm of cyber security, they exemplify adaptive and impactful guidance.

2. **Kum. Anusha Murthy**

Head of Product and Growth at Nymble

Interviewing Anusha Murthy will illuminate leadership nuances within food technology and innovation. As the driving force behind Nymble and Edible Issues, her insights will offer a firsthand view on steering tech-forward initiatives in the food sector.

3. **Dr. Nagahanumaiah**

Director Central Manufacturing Technology Institute, Bengaluru

With over 28 years of dedicated service, Dr. Nagahanumaiah has emerged as a prominent figure in the realm of manufacturing research and leadership. His journey has encompassed two prestigious research institutions, namely CSIR-CMERI in Durgapur and CMTI in Bangalore. Throughout his illustrious career, he has consistently demonstrated exceptional leadership skills while fostering a culture of innovation.

4. **Kum. Shabana K. M.**

Research Scholar, IIT Palakkad

As a research scholar she explores innovative ideas for effective learning using methods in Reinforcement Learning. We discuss her views on emerging leadership in academia and how she will work towards achieving this goal.





Secondary resources

Books:

- *Leaders Eat Last: Why Some Teams Pull Together and Others Don't* by **Simon Sinek**
- *Dare to Lead: Brave Work. Tough Conversations. Whole Hearts* by **Brené Brown**
- *The Culture Code: The Secrets of Highly Successful Groups* by **Daniel Coyle**
- *Start with Why: How Great Leaders Inspire Everyone to Take Action* by **Simon Sinek**
- *Good to Great: Why Some Companies Make the Leap... and Others Don't* by **Jim Collins**
- *Founders at Work* by **Jessica Livingston**
- *Good to Great* by **Jim Collins**
- *The Lean Startup* by **Eric Ries**
- *The Art of War* by **Sun Tzu**

Articles:

- *The 10 Traits of Highly Effective Leaders* by **Harvard Business Review**
- *What the World's Best Leaders Have in Common* by **Inc. Magazine**
- *The 7 Habits of Highly Effective People* by **Stephen R. Covey**
- *How to Be a Great Leader* by **Forbes**
- *The 8 Traits of Effective Leaders* by **Entrepreneur**

TED Talks:

- *Start with Why* by **Simon Sinek**
- *The Power of Vulnerability* by **Brené Brown**
- *How Great Leaders Make Meaning* by **Margaret Wheatley**
- *How to Lead When You Don't Know Where You're Going* by **Susan Cain**
- *The 10 Rules for Good Leadership* by **Bill Gates**
- *How good leaders make you feel safe* by **Simon Sinek**
- *Great leadership is a network, not a hierarchy* by **Gitte Frederiksen**
- *What is micro leadership* by **Alex Budak**

Project Proposal Topic & Concept:

Our project, "Traits of Effective Leaders: Insights from India and Beyond," is an in-depth exploration of diverse leadership styles and attributes, focusing on how these styles can be applied in our team's professional development. We plan to dissect the leadership journeys of renowned personalities and correlate them with findings from interviews and discussions with external candidates to achieve a multifaceted understanding.

Methodology:

- **Interviews and Discussions:** Engaging with professionals who have displayed varied leadership styles. We will explore their experiences, challenges, and the effectiveness of their leadership traits in achieving organisational goals. The objective is to derive insights on how different leadership traits can be nurtured and optimised for effectiveness.
- **Analysis of Leadership Journeys:** We will study the leadership traits of renowned personalities like Dr. Vikram Sarabhai and Kiran Mazumdar-Shaw. This analysis will provide a foundational understanding, which will be complemented by insights from our interviews to create a comprehensive overview.
- **Assessment and Application:** Our team will assess the gathered insights to understand which leadership styles align with our skills and career paths. We will explore how these leadership traits can be developed and honed for our professional growth.
- **Demonstration of Skills:** Based on our findings, the team will engage in discussions and presentations, demonstrating the application of identified leadership skills. We will reference secondary resources to supplement our learning and understanding.

Information Sources:

- **Primary:** Interviews with professionals experienced in diverse leadership styles.
- **Secondary:** Established journals, articles, TED talks, and other materials discussing leadership traits.

Project Scope:

Our project aims not just to identify but to understand in-depth the application and impact of varied leadership styles in real-world scenarios. We will explore how these traits influence organisational and team dynamics, decision-making, innovation, and overcoming challenges. The project's objective is to tailor these insights to our team's unique skills and career paths, ensuring that the learning is not just theoretical but also applicable and transformational.

Contingency Plans:

In case of unavailability or inactivity of a team member, alternate members are assigned to ensure the continuity of the assigned tasks, ensuring that the project progresses seamlessly.

Work Breakdown Structure (WBS) Team Member Responsibilities:

- **Interviews and Discussions:** *Irshad & Sanjay* will be assigned specific professionals to interview, ensuring a diverse and comprehensive collection of insights.
- **Analysis:** *Aditya & Parth* will analyse the leadership styles of assigned personalities, correlating these with insights from the interviews.
- **Assessment:** *Parth & Maheedhar* will collaborate to assess which leadership styles align with our skills and career paths, ensuring a personalised and applicable learning experience.
- **Demonstration:** *Maheedhar & Irshad* will participate in discussions and presentations, showcasing the application of identified skills, supplemented by insights from secondary resources.

Team Personality Profile

Team Name: "Dynamic Diversifiers"

Team Strengths:

- *Diverse Thought Process:* With members ranging from analytical thinkers to empathetic leaders, our team offers a plethora of perspectives.
- *Adaptability:* Our team's diverse personalities ensure adaptability in various scenarios.
- *Innovation and Problem Solving:* With analytical minds and creative thinkers, the team can come up with innovative solutions to complex problems.
- *Ethical and Purpose-driven:* The team values integrity and strives for ethical considerations in all actions.
- *Effective Communication:* Our team emphasises open communication, ensuring clarity and mutual understanding.

Team Challenges:

- *Potential for Overthinking:* With analytical minds in the team, there's a possibility of over-analysis which may delay decision-making.
- *Balancing Idealism with Practicality:* While the team's idealistic members strive for perfection, it's essential to balance this with the pragmatic approach of other members.

Team's Unique Selling Proposition (USP):

"Our team's diverse personality types ensure a comprehensive approach to challenges, combining analytical prowess with empathetic leadership. We believe in ethical actions, innovation, and the power of collective effort."

In conclusion, the "Dynamic Diversifiers" team is poised for success due to its balanced mix of personalities and abilities, ensuring both harmony and innovation in the team's endeavor."

Discussion Outcome & Answers to Questions:

- *Do certain personality traits make people good team members?*

Yes, certain personality traits like empathy, open-mindedness, reliability, analytical thinking, and leadership make individuals good team members. These traits ensure understanding, innovation, consistency, and motivation within the team.

- *Is it more effective for teams to be composed of members who have different personality types or similar personality types?*

A mix of different personality types is generally more effective. This diversity brings various strengths to the table, ensuring a well-rounded team that can handle a broad range of challenges.

- *What kinds of abilities make people good team members?*

Abilities such as analytical thinking, problem-solving, effective communication, adaptability, and technical expertise related to the task at hand make individuals valuable team members.

- *Should team members have similar or different kinds and levels of abilities?*

While a foundational level of similar abilities is necessary for mutual understanding, having team members with different specialised abilities can be advantageous. It ensures that the team can handle diverse challenges effectively.