

# NEWSLETTER



**Salahkaar**  
Consultants

**SALAHKAAR CONSULTANTS AUGUST 2010**

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**“The secret is to work less  
as individuals and more as  
a team.”**



This is the Second Newsletter of Salahkaar Consultants. This monthly newsletter provide you the information about the workshops and projects carried out by our organisation as well as the activities carried out in the market and will enhance your knowledge with the information on recent trends in human resources . As mentioned in previous issue Every month we will be sharing with you new ideas getting into the stream with some new tools or techniques which will help you. Every Issue will contain

1. Article
2. One game/activity useable in training workshops
3. SC News
4. SC Calendar
5. Trends

## AUGUST WORKSHOP

LEADERSHIP



PUNE  
27<sup>th</sup> & 28<sup>th</sup> August

## UPCOMING WORKSHOP

SEPTEMBER  
TRAIN THE  
TRAINER



23<sup>rd</sup> TO 26<sup>th</sup>  
PUNE

OCTOBER  
HR  
TRANSFORMATION



22<sup>nd</sup> AND 23<sup>rd</sup>  
MUMBAI

NOVEMBER  
COMPETENCY  
MAPPING



18<sup>th</sup> TO 20<sup>th</sup>  
MUMBAI

## ARTICLE

**LEADERSHIP** – literally means the art leading. And this he does primarily by motivating a group of people towards achieving a common goal.

When simplified a leader is an inspiration & a director of action. He possesses the combination of personality and skills, which inspires people to follow him.

At work, leadership is welded with performance, where effective leaders are those who increase their company's' bottom lines, high group morale and excellent organizational working and social climate. Leadership is described as the process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task. "Leadership is ultimately about creating a way for people to contribute to making something extraordinary happen. - By. Alan Keith."

Whether good leaders are born or made has been an ancient debate. Be believe that both are possible and local culture and tradition or you can say national psyche plays its part. That means, if we have the desire, will and understanding of our social and culture milieu, we can become an effective leader. Good Leaders are developed through a never ending process of self study, education, training, experience and insight. To inspire people, there are certain things we must *be, know & do*; which do not come naturally but are acquired through continual work & study.

**Leadership v/s Management**--often people use leadership & management terms interchangeably; which confuse the issue.

What is the difference between leadership & management?

It's the most frequently asked question and often answered differently. The basic difference between the leaders & managers is the way they motivate the people who work or follow them and sets the tone for the other aspects of whatever they do. Many people play both the roles. And a manager must play it that way. He must realize the fact that they cannot buy hearts to make them follow a difficult path so they act as leaders too. The table below summarizes the main differences between a leader and a manger.

S. No.	MANAGERS	LEADERS
1	they have subordinates	they have followers
2	May follow authoritarian, democratic or other style to get the job done	they follow a charismatic & transformational style to make their followers emulate them and follow by choice
3	they focus on Work/job	they focus on People, goal and well-being of their followers
4	they seek comfort	they seek risk
5	they walk on the existing roads	they believe in finding out new roads

Due to the realization of the above differences, now companies demand for LEADER-MANAGERS as their face & representatives.

Leadership in the workplace consists of the value standards reflected in everything that an employee experiences because those standards are what employees follow by using them to perform their work. Most of what an employee experiences is the support or lack thereof provided by management - such as training, tools, parts, discipline, direction, material, procedures, rules, technical advice, documentation, information, etc.

Leadership is not a process any manager can change. It happens inexorably every minute of every day because most people follow more or less. The only choice available to a manager is the standard (good, bad, mediocre or in between) that employees will follow. Because of these characteristics, "followership" turns out to be a major force in managing people. Those managers who take advantage of it can become extremely effective at managing their human capital.

In an Indian organizations, researches suggest, that an effective leader-manger needs to combine the qualities of a typical Indian father i.e. he/she needs to be caring, benevolent, strict task-master and a friend all at the same time. We call it A,p+N (a combination of Assertiveness, small amount of participativeness at consultative stage and a genuine nurturing temperament and approach).

More of it in the next issue.....



## TRENDS

American Airlines: Developing Leaders in Times of Change  
by T. Scott McTague

Companies are searching for every competitive advantage possible in today's challenging economic climate. Many are continually evaluating ways to save and make money, such as streamlining inventory and charging for previously complimentary services. But smart organizations have focused on the one asset that is unique, valuable and more difficult to replace than any other - talent.

With the right talent, companies have the flexibility to make creative decisions, the adaptability to change course as needed, and the agility to execute business planning and strategy. With strategic vision, business awareness and collaboration in mind, William Mitchell, American Airlines' managing director of leadership planning and performance, and his team asked for a more formalized approach.

Mitchell said he knew the organization was ready to reinvent leadership development, which led to the development of LIFT, Leadership Improving the Future Together, a high-impact workshop designed and facilitated by Assess Systems. The workshop aims to guide leaders to "a certain level of self-awareness in terms of their leadership style and competencies and, most importantly, how those are perceived by others," Mitchell explained. "That piece of self-awareness has been a catalyst for being more receptive to giving and receiving feedback and more open about their role as coaches and developers of talent. They find ways of running their business by using leadership skills and techniques as opposed to driving for results in a different way." Beginning with directors and cascading further through the organization, LIFT continues to evolve with changing business needs and produce sustainable results. The quality and frequency of developmental discussions, the consistent use of leadership language, and the continued request for development-related programs and activities have increased, as have long-term focus, stakeholder buy-in and business alignment. Further, Mitchell said the program was championed by American leaders.

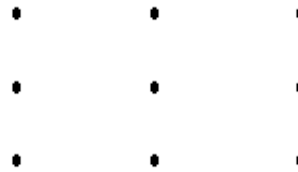
"Leadership development is not a quick-fix program. It takes years, time, effort, continuity and tenacity," Mitchell said. "LIFT, a targeted leadership program for American's airport organization and its 1,000-plus leaders, is not just a set of classes, but a new way of leading and something that should last for the next three, to five, to 10 years.

## ACTIVITY

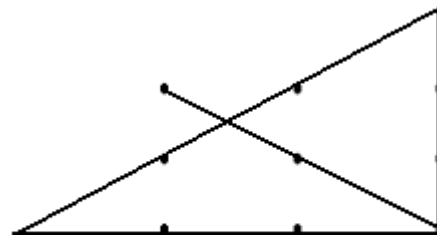
### An Exciting Activity

You have to Connect All the 9 dots given below with 4 straight lines. You cannot lift your pen once you start drawing the lines, the lines can intersect but should not overlap (no curves are allowed only 4 straight lines)

Figure :



Solution :



This activity is to see your creativity and imagination power. This can also work as a good Ice Breaker.

## **DISTANCE LEARNING COURSES OFFERED**

- 1.Certified Competency Mapping Manager(CCMM)
- 2.Masters Diploma in Industrial Psychology,  
OB and HRD (MIPS)
- 3.Certified Psychometrician and Assessor(CPA)

### **Courses starting from November:**

1. Masters Diploma in Counseling
- 2.Certified Human Resource Administrator  
(A total Practical Course For MBA students)

More information ►

## **ABOUT SALAHKAAR CONSULTANTS**

SALAHKAAR CONSULTANTS takes care of organizational needs with a philanthropic zeal. It has given consultancy in the areas of training need analysis; training evaluation; selection; and various kinds of surveys apart from providing behavioral and HRD related trainings to all levels of employees. It has trained thousands of employees, managers, executives and supervisors. We offer guaranteed training programs and OD intervention strategies. Our client list covers a wide range of almost the who's who of the Indian organizations.

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