



LEADERSHIP FOR INDIA INC: PRACTICAL CONCEPTS AND CONSTRUCTS

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PRE-REQUISITES : Graduation

INTENDED AUDIENCE : Students pursuing MBA and PhD; Executives, managers and leaders in industry, business and administrators as well

INDUSTRIES APPLICABLE TO : This course is likely to be well-recognized by a wide number of companies and industries, including start-ups.

COURSE OUTLINE :

This 12 week course on Leadership provides a comprehensive and detailed overview of the multi-faceted domain of leadership and management, blending theory and practice in a very distinctive manner. It demonstrates the importance of leadership as the engine of industrial and business growth. It brings out several new constructs based on real-life case examples, and practical applications of theory, in a multi-disciplinary approach. The course helps the participants acquire soft-skills and develop a leadership personality in appropriate interface with technology, business and socio-economic factors. The course incorporates several models for executives to be successful, and details the pathways for them to attain positions of leadership in their professions and organizations. The Course is reinforced with real-life examples of leadership based on the Instructor's multi-decade industrial and business experience spanning multiple industries, multi-nationally and at senior leadership levels.

ABOUT INSTRUCTOR :

Prof. C. Bhaktavatsala Rao received his Ph.D. Degree in Industrial Management and M. Tech. Degree in Industrial Engineering from the Indian Institute of Technology Madras, Chennai. He received his B.E. Degree in Mechanical Engineering from Sri Venkateswara University, Tirupati. Prof. C. B. Rao has over forty-six years of diversified experience in strategic and operational leadership of large reputed companies, including global multi-national corporations, in India. His last formal fulltime corporate assignment was Managing Director and Executive Chairman of Hospira Healthcare India Private Limited, a Pfizer company. Dr. Rao is a prolific writer with over one hundred and seventy publications in economic and business dailies and refereed journals. He has established LeaderCrest Academy for high-quality academic publishing and management consulting. He has authored and published eight books under his LeaderCrest banner over the last forty eight months. Prof. C. B. Rao is currently Dr. Ajit Singhvi Chair Professor in Department of Management Studies at the Indian Institute of Technology Madras, Chennai. Dr. Rao also supports select global and Indian corporations as Senior Advisor/ Member of Board of Directors.

COURSE PLAN :

Week 1: INTRODUCTION TO LEADERSHIP

Introduces the course. Discusses various aspects of leadership and management as important domains of study. Multiple thought streams of management and related thought leaders are presented.

Week 2: LEADERSHIP THEORIES

Reviews the important theories of leadership that have had chronological evolution and recognition in management literature.

Week 3: LEADERSHIP FOR SUSTAINABLE GROWTH

Discusses the role of leadership in contemporaneous and futuristic contexts, defining roles and responsibilities for a new world socio-economic order of sustainable growth. The connect leadership has with technology, business and sustainability is established.

Week 4: COMPETENCY LEADERSHIP

Reviews various leadership qualities including traits, skills and attributes, and identifies certain common essential qualities. The apex leadership competency framework is unique to this course.

Week 5: LEADERSHIP PROCESSES

Focusses on processes and methodologies for developing leaders in organisations, including through self-development.

Week 6: LEADERSHIP STRUCTURES

Discusses the importance of reinforcing as well as disrupting established product and service structures, and leveraging organizational structures to create new growth niches.

Week 7: LEADERSHIP DEVELOPMENT AND SUCCESSION

Examines the critical aspects of leadership transitions and CEO successions, based on Indian and global case studies.

Week 8: Functional Leadership Models

Functional leadership, being a prerequisite for organizational leadership, is discussed in terms of five key domain-specific leadership models.

Week 9: Transformational Leadership Models - 1

Discusses unique aspects of transformational leadership models, with examples based on specific organizational and business contexts.

Week 10: Transformational Leadership Models - 2

Presents additional transformational leadership models, with examples based on specific people development approaches.

Week 11: Leadership Philosophies

Identifies and analyses various philosophical conundrums involved in leadership and presents ways to resolve such dilemmas and paradoxes for individual and organisational effectiveness.

Week 12: Legendary Leadership

Studies five leaders from the fields of public eminence, academic excellence, industrial competitiveness, pharmaceutical innovation and conglomerate development for unique Indian leadership models. The Course concludes with a tribute to Mahatma Gandhi, a leader who defies any comparison, nationally and internationally. The lecture builds a model of authentic leadership drawing ten instructive lessons from his life, relevant for leadership in any organization.