LEADERSHIP AND INNOVATIVE MANAGEMENT PRACTICES: A NEED IN UNCERTAIN TIMES

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Introduction:

Human Beings are the most precious part of civilization as well as of organization without leadership an organization is only a confusion of people and machines. Leadership is the best ability tp persuade others to seek defined objectives enthusiastically. It is the human factor that bonds a group together and motivates it towards the goal. The leader act of motivation is similar in effect to that of the secret chemical that turns the insect pupa in tom a butterfly with all the beauty that was the pupa potential. Leadership transforms potential organization and people into reality. In the words of Koontz Donnell "Leadership is the art or process of influencing people so that they will strive willingly and enthusiastically towards the achievement of the goals". Leadership is the presence of the authority imbued with a reason to believe what matters is authenticity. Leadership moment is derived from the support of others. Leadership skills can be imbedded though few opine that leadership is inherent. Leadership is a form of communication and such can be taught and put into practice. The most important feature is management which is dynamic in nature. The most important task of the management is to develop the people. In this process the leader and the management itself has to follow certain techniques skills in a very creative and innovative manner to enhance the productivity of the organization and the skills of the employee.

Rationale of the Study:

The study of the leadership and innovative management process is to be brought into the practice and in these uncertain times it is the more responsibility of the management and the leader to check and organize the mindset of the people and bring them into the system of the culture of the organization. Transforming the mindset of the people requires strong vision and skills. This is the most important factor to transform the culture of the organization and the employee.

Objectives:

1. To study the innovative management practices in uncertain times.
2. To study sustaining Leadership styles in the uncertain times.

Methodology:

The present study is based on Primary and Secondary sources. The observation of the author and discussion held with the expertise, dealing and sharing with the responsibilities. The discussion also took, place with the employees and the staff of the organization helped and proved useful in the preparation of the paper. The paper

serves and focuses on the implementation and maintaining the good relation and guidelines for the smooth functioning of the organization. Leadership is an act of persuading people giving the right direction and guidelines to get the accomplished results and outcome to both the management and the people itself. There is a core relationship between the leadership and management style inspiring the employees and building the morale. Leadership is more to be practiced than preached. It hoes as per the policies and procedures. The style may continue but the leadership in uncertain times is more significant testing the experience innovative styles and benefiting the whole organization and setting the footprint for the coming generations. The paper suggests the innovative management practices in the uncertain times to be followed by the leaders and the top management thereby creatin the culture of caring and sustaining.

Sustaining Innovative management Practices:

1. Change of mindset: The management must have an open minded to adopt new roles and concepts. They must not go by the success and glory of the past and make their old principles the benchmark for modern situations but should learn and adopt new styles examples and cases so that they can develop something suitable to the situation and make more manageable by giving it a native influence.

2. Creation of environment of learning and unlearning: The most significant task is the creating of the environment of learning and unlearning. Learning and unlearning can be done through proper planning, training and development programs, sharing of information's, learning new skills, updating new knowledge, appreciating new skills and knowledge and the most important is to give time to think and innovate.

3. Motivation: Inspiration makes the impression of the leader ad the management style. Boosting the morale and motivating the employees energizes the employees to tone up with the new waves to work, working with motivation and motivating the people will surely give the best output.

4. Training: Transforming and transferring the skills knowledge information styles and the patterns to bring the desired outcomes and the performances requires a strong training activity and the attitudes of the management. Training the trainers and the retraining will benefit the performances of the employees and reduce the accidents or undesired mis happenings.

5. Safe happy and healthy work place: The primary and the fundamental duty of the management and the leader is to create a safe and healthy environment for the working of the people and creating a job satisfaction environment and bring a sense of responsibility and accountability.

6. Employee and Management meet: Both the Employees and the management coming together and resolving the matters new profiles areas of interest and new beginning or portfolio will surely bring the healthy practices.

7. Work Recognition and reward ceremony: Rewards, Recognition and appreciation will always boost the employees to give more and high results. If the leadership and the Management styles has to be maintained in the uncertain times this is the foremost duty to be followed.

8. Work culture: Work culture is the DNA of the organization. It acts as a fuel and the tonic to overall organization thus shaping the style and the goodwill and developing the brand in the market. The work culture sets and bring the standards to the organization.

9. Developing the Health Culture: This is the style and the practices recently followed and has to be followed and implemented. The leadership and the management style must be more focused in the development of the health culture and insisting the importance the health and spirituality among the employees as it human resource is the fuel and the tonic to all organization.

10. Benchmarking to improve: Continual improvement and the setting of standards and the attitude to have the excellence by maintaining the benchmarking is the sure success mantra in the uncertain times and will sure helps to bring innovation in the management styles.

Sustaining Leadership styles in the uncertain times:

Leadership is practiced as per the following:

1. The nature of the organization
2. The environment of the area and the people.
3. The mindset and the type of the people.
4. The work culture of an organization.
5. The hierarchy and the systems.
6. The style and the pattern followed till now.
7. Recruitment styles and the selection criteria.

But if the Leadership is to be Practiced for Uncertain Times and in the Emergency or has to be very innovative following elements is to be followed.

1. The mindset of the Leader and the management is to be participative, learning and Bench marking.
2. Understanding the time, Place People, Resources, Situation Incident.
3. Leadership more by Experience.
4. Leadership with Problem solving Attitude.
5. Leader with analytical mind.

Strategic Leadership:

Overall it all depends on the Experience, style situation and the understanding and the capabilities of the Leader the way they articulate and shape the organization.

Conclusion:

A healthy organization relies on the healthy interaction between the leader, Management and the Employees. Leadership and the Management styles always enchases the outcomes, performances and the productivity of the employees. Sustaining the management and the leadership practices and the styles will continue to bench mark the performances and the styles thereby resulting retention of employees and bringing the heathy corporate work culture. The most significant task is it will sustain and survive for years together thus carrying and the management lessons during uncertain in times thus putting the foot prints to the coming next generation.

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