

# A Conceptual Study of Ancient, Current and Future Leadership Skills

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**Abstract -** This article reviews and evaluates major phases of leadership and summarizes findings from empirical research on leadership styles. The topic includes a conceptual study of ancient leadership style, current leadership and future leadership style. Ancient style of leadership skills have been analyzed by studying the leadership skills of Lord Krishna and the current leadership traits have been analyzed by studying the leadership traits of the business tycoon Shri Mukesh Ambani. Leader traits and skills, leader behavior and activities, leader power and influence, situational determinants of leaders behavior have been compared from both the concept and some leadership qualities for future leaders have been suggested. Importance of leadership for organizational effectiveness, and leadership traits for the future team leaders are discussed. Methodological issues in leadership research and implications for improving managerial practice are discussed also. An integrating conceptual framework is presented to show how the different leadership styles are useful for the future leaders.

**Keywords:** Ancient Leadership, Current Leadership, Future Leadership, Management Skills.

## I. INTRODUCTION

The organizations are like a team and the team requires excellent leadership for accomplishing the goals of the organization. Leadership allows managers to motivate the employees and help them achieve career goals. Thus, motivated employees are one of the most important results of effective leadership. Achieving organizational goals, however, is not enough to keep employees motivated but helping employees accomplish their own personal and career goals is an important part of their motivation. Leadership and motivation are interactive. The leaders influence their employees behavior through communication, group dynamics, training, seminar and rewards. In this paper the leadership styles of ancient and current period has been discussed. This conceptual study has made it useful to enhance the leadership qualities of the future leaders in the coming years ie by 2050. Lord Krishna's leadership qualities and Mukesh Dhirubhai Ambani's have been comparatively studied and some tips for the future leaders have been recommended.

## II. ANCIENT LEADER: LORD KRISHNA

Lord Krishna of ancient times is considered even today as the "Best management guru". He managed the things in the battlefield so well that he could achieve the desired goal. Today he is remembered in the world as "Sri Krishnam Vande Jagad gurum". ie salutations to Sri Krishna, the

master of the universe. Some of His leadership qualities were as follows :

- Best management planner
- High self confidence
- Motivational skills
- Best leadership and strategic skills
- Good direction and control
- Extra ordinary skills

Lord Krishna was a best planner. His ability of planning was excellent. His planning skills can be thoroughly seen in the battle of Mahabharata.

Lord Krishna was highly confident that he will achieve the desired result. In ancient India Mahabharata was the biggest battle ever fought between Kauravas and Pandavas. Arjuna representing the Pandavas and Duryodhan representing the kauravas approached Lord Krishna at the same time, calling him to fight from their side. Krishna confidently asked them to choose between him and his army. He knew that he alone was capable of destroying the world but he wanted Arjuna to fight for the truth and dharma. Arjuna choose to have Krishna and Duryodhan had Krishna's whole army. At this moment Krishna had high self confidence that he will not raise arms but pay a non combatant role in the battle and he was sure of winning because he was with Dharma and not Adharma.

A manager should have clear cut goals. Lord Krishna had three clear cut goals. The three goals he followed and achieved were:

1. Paritranya sadhu naam- Welfare of the saints
  2. Vinashayacha dushkritam- Destroy evil
  3. Dharma Sansthanay sambhavami yuge yuge-To establish and strengthen dharma in every era.
- These clear cut goals were achieved by Lord Krishna

Lord Krishna had excellent motivational skills. In the battle field Arjuna was not ready to face the opponents because they were all his relatives. When Arjuna resisted from fighting and dropped his arms, Krishna motivated him by his speech-“Bhagwad Gita” which is read and followed even today. Arjuna who had resisted and completely lost, recovered by Lord Krishna’s motivation decided to fight the battle.

Lord Krishna was the best leader and had excellent strategic skills. Pandavas and Kauravas had soldiers in the ratio of 7:11. With this count it was clear that the battle could be won by the Kauravas since they had a huge army. But the battle was won by Pandavas because they had Lord Krishna –the best strategic planner with them. Lord Krishna successfully build the strategies and easily implemented them. A good leader makes maximum use of the available resources and accomplish the goals. Here Lord Krishna good leadership qualities led the whole mission of Mahabharat successful. Arjuna requested Lord Krishna to be his ‘Saarathi’ and guide him through the right path.

Lord Krishna was also good in direction and control. Pandavas army was only 1.53 millions but Kauravas army was more than 2.43 millions. It was not an easy task for Lord Krishna to guide the Pandavas against such a huge army. These millions of soldiers were divided into seven divisions led by a commander each and further controlled by a supreme commander who was guided by Lord Krishna and the Pandavas. It was successful only because of the great management and controlling skills of Lord Krishna. A good team spirit helps to achieve accomplished goals. Yudhistir’s work, Bhima’s role and Arjuna’s position was controlled and guided by Lord Krishna.

Pandavas could win the battle only because of the extraordinary skills of Lord Krishna. Thus he is called as the greatest leader in the world.

### III. CURRENT LEADER – SHRI MUKESH DHIRUBHAI AMBANI

Mukesh Dhirubhai Ambani born on 19<sup>th</sup> April 1957 is an Indian business Magnate, has set an excellent example of a successful business man and a unique leader. He is an excellent leader. He doesn’t go for traditional autocratic leadership. He is considered to be one of the top most leaders. He has his own criteria and skills. He is an

individual who dreams big and welcome challenges. His leadership qualities are as follows:

1. He always thinks out of the box.
2. He does things in a different way.
3. He has the capacity to motivate and empower ordinary people to do extra ordinary things.
4. His investment is always towards excellence.
5. He believes in self and grabs the opportunity after analyzing it.
6. His business is his passion.
7. He loves to interact with youngsters [Asset of a country]

His achievements and success are not hidden from us. To name a few, his vision gave India the world’s largest grass roots petroleum refinery at Jamnagar. He also established ‘Reliance Communications Limited’ one of the largest and most complex information and communications technology. He had also received the ‘United States-India Business Council Leadership Award’. He was named the ‘Business Leader of the Year’ by NDTV in the year 2010 and much more. His leadership skills are excellent.

The achievements of The Ancient leader Lord Krishna cannot be ignored. His strategic powers can be read in the various legends. He can be recognized as a master strategist, an economic reformer, and an emotionally intelligent leader. His achievements are :

1. Forged strategic alliance to promote trade and commerce in Mathura.
2. Aggregated military generals and warriors for defence.
3. Reinstated King Agrasen in Mathura.
4. Provided strategic advice to Pandavas in Mahabharat,
5. Mobilized strategies for Pandavas.
6. Set up infra structures in Dwaraka.
7. Promoted trade and commerce in Dwaraka.

### IV. RECOMMENDATIONS

After analyzing the leadership skills of ancient and current leaders there are some take aways for the future leaders. They can learn many things from both the leaders of different era.

Five take away strategies from Lord Krishna’s Leadership cannot be ignored:

1. Being fair and just
2. Strategy of true friends in the business team
3. Sustainable progress through Re-invention
4. Strategic actions are required in difficult situation
5. Keep the team motivated and see to their requirements

Lord Krishna gave a fair chance to both the Pandavas and Kauravas. Pandavas chose Lord Krishna and the Kauravas

chose the huge army of Lord Krishna. The future leaders should not take wrong decisions .A true leader should choose the opportunities wisely like Lord Krishna. He should leave no stone unturned for achieving the goals.

Lord Krishna acted like a true friend by supporting the Pandavas. If a business team has a true friend who appreciates and supports the team for its benefit and put the team's interest above his personal interest then surely the business team will get benefit from that true friend.

Lord Krishna was a true leader. With a fore sight to defend and protect his subject he build a fortified city, far away which was hard to reach or attack. {That city is present day Gujarat}. Future leaders should be foresighted and re-inventive like lord Krishna.

Lord Krishna had strategic skills which he implemented during crisis or difficult situation. In future if the organizations don't have a good strategy to deal with the difficult situation then they can't withstand the crisis and hence they may fail. A good strategist like Lord Krishna will be a boon to the organization.

Lord Krishna was a real motivator. He motivated Arjuna in the battlefield .Arjuna broke down in the battle field and was not ready to fight with his relatives .Here Krishna as an emotionally intelligent leader shook Arjuna out of his escapist mind and motivated him with 'Gita discourse'. Future leaders should motivate and train their team through motivational talks and seminars conducted by internal or external leaders.

Today's generation can't bask in the past glory. They have to do something for the future generation .By the year 2050 we will have more than 700 million young workers. A country like Dubai has aggressively made inventions and has shown a tremendous foresight. They are developing Tourism economy in their country as they think that they just can't rely on Oil. What about India? Are they prepared for the future.?Are the organizations prepared for the unknown future. So here we need strong leaders who can prepare a developed Nation with varied skills exactly set for the strides in the field of IT, make India a hub for education, health, tourism and manufacturing.

If Lord Krishna would have been here he would have surely implemented excellent and stron strategic solutions in all problematic areas.

## V. CONCLUSION

India by the year 2050 will be a super power. It will have more than 700 million working youth which would be led by the excellent future leaders. While talking about the leaders, they should have all the leadership qualities of Lord Krishna as well as the Leadership qualities of today's business tycoons like Ratan Tata and Ambhani's, Apart from that the future leaders should possess the following qualities:

1. Ethical behavior
2. Developed culture
3. Good governance and Management skills
4. Motivational skills to inspire the young mob and prevent brain drain
5. Should have the skills to develop economic models and services
6. Should be able to face any type of challenge successfully
7. Their qualities should be based on loyalty and ideology

In short the future leaders should be excellent organizers, planners and be rich in qualities similar to the ancient leaders and the modern leaders. They should have divergent skills.

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