A Study Related As You'll Be A Better Leader If You Lose Your Mind In IT Industry In Pune City.

Dr.Shivraj Rajaram Nikam

KBPIMSR, Satara

Abstract :

Studying leadership in the context of commercial organisations has proven to be a significant and challenging endeavour over the years. The purpose of this research is to investigate the factors that contribute to the achievements and failures of leaders in business settings. It has been shown that the presence of mental disorders in a leader is the primary reason for leadership failures. These disorders serve as a barrier to the leader's ability to carry out their responsibilities as a leader to the fullest extent possible. Afflictions of the mind are a form of negativity that can have an effect, either directly or indirectly, on required functioning and frequently contribute to leadership failures.

Because losing one's ability to focus inward renders one clueless, losing one's ability to focus on others renders one clueless, and losing one's ability to focus outward may cause one to be blindsided, every leader needs to nurture this triad of awareness, in abundance and in the appropriate balance. The encouraging news is that virtually every type of focus may be improved upon and enhanced. This conceptual paper study on letting in different types of knowledge and losing your mind occasionally will make you a more caring and holistic leader as well as a student. And it might just help you get back in touch with your spiritual self.

Keywords :leadership position, leadership, mind

Introduction

Leadership is one of the terms that is used the most frequently not only in the realm of business, but also in all of the realms of human affairs in general. The concept of leadership has consistently been recognised as an essential subject of research, not only by political scientists and psychologists living in the present day, but also by holy men and women and wise men and women dating back to ancient times.

Leadership is an essential quality that must be present within the framework of commercial organisations. Today, the role of a leader is not only to provide vision and direction to the organisations that they lead, but they are also expected to maintain "responsible" business practises in order to achieve the concurrent goals of stakeholders' welfare, economic growth, and sustainability. This is in addition to the traditional role of a leader, which is to provide vision and direction to the organisations that they lead. They are responsible for ensuring not only the profits, but also the culture of acceptable value systems and a moral code of conduct that is acceptable to all of the stakeholders and to the general public. People look up to leaders and hold their thoughts and deeds to an extremely high standard, expecting them to perform beyond their human capabilities. When taken together, these factors create a difficult situation for those in leadership positions who are tasked with making decisions. The very environment in which leadership is exercised within an organisational setting is one that is fraught with complication. Some leaders are able to rise to the challenge presented by this situation and provide outstanding results, while other leaders give in to the demands and lose sight of their goals. Those leaders are regarded as successful who are able to protect their organisations from dangers posed by the outside world, keep their organisations' cultures and codes of conduct in good shape, and ensure the well-being of the organisations' stakeholders. Additionally, successful leaders are able to keep their organisations on the path to growth. On the other hand, people who are unable to accomplish this are regarded as failures.

Failures and successes in leadership (Burke, 2006; Zenger and Folkman, 2009; Finkelstein, 2003; Kets de Vries, 1989; Berglas, 1986); biographies and autobiographies of successful leaders (Lala, 1992; Anne, 1970; Gandhi, 1927); different leadership styles, behaviours, and types (Howell and Frost, 1989; Bass, 1988; Avolio and Gardner,2005; Stinson and Johnson, 1975; Fiedler, 1967.

This paper proposes that in order for leaders to be successful and equipped with all of the qualities that are required to be successful in leadership position, it is a pre-requisite that they should overcome the afflictions of mind that act as a barrier and very often lead to leadership failure. These afflictions of mind can be broken down into two categories: those that prevent leaders from being successful and those that prevent leaders from being successful.

The Context of the Investigation

Uncertain and murky circumstances are ideal breeding grounds for leadership (Mumford and Connelly, 1991). Because of this, there is always the possibility that those in leadership positions will make poor choices or choose the incorrect course of action. To prevent this from happening, it is essential for those in leadership roles to make judgments while maintaining an organised and balanced state of mind. Taking into consideration the presence of afflictions, this will not take place.

Although this is a topic that might be debated, the failure of leadership in business organisations could be attributed to the systems that businesses use to run, or it could be the complete responsibility of the leaders who are in charge of the affairs of the company.

J.N. Tata (1839-1904), the man who established the Tata Group, is a shining example of effective leadership. The word Tata is synonymous with success and prestige in the economic world in India today. The Tata family has long been held up as a model of what it means to conduct business with integrity, and they are given a great deal of credit for the rapid industrialization of India. It would be difficult to find a business organisation that demonstrates a higher level of social responsibility than the Tata group of firms, and the reason that this has been possible is due to the foundation that was set under the leadership of J.N. Tata. According to what Harris (1958, page 45) wrote, whenever J.N. Tata established a new business, "he thought not only of his profits, but of the welfare of the people, inside and outside of the factory" (J.N. Tata was concerned not only with his profits, but also with the well-being of those who worked in and around the factory).

Therefore, the thinking, behaviour, and actions of business organisation leaders can easily be attributed to the sustainability of business organisations. This is evident from the example of leaders like Kenneth Lay who caused their organisation to fail in comparison to leaders like J.N. Tata whose legacy still continues even after more than a century, and the Tata organisation is still on the rise.

The most powerful people in society, economically, and politically are found in today's business world. Leaders have the ability to either use or misuse their power, depending on how they choose to use it. Those leaders who have surrendered to unethical behaviour have, at their core, abused the power they possessed in order to further their own self-interests rather than making use of such power to advance higher-level objectives. They allow their lust for power to cloud their judgement, leading them to believe that they can get away with whatever unethical behaviour they choose to engage in. In addition, in circumstances that call for ethical thinking, these leaders don't even recognise that there is a circumstance that calls for ethical and moral reasoning; instead, they act in a manner that satisfies their own self-interests by behaving selfishly. The destinies of both individuals and organisations rest in the hands of those in leadership positions. Therefore, it becomes necessary for leaders to carefully grasp the art and science of boosting organisational and human wellbeing, and since a great deal depends on the personal characteristics of a leader for achieving this goal, it is vital that leaders do so. Leaders are the exact nourishment that an organisation thrives on, with the organization's percepts serving as its blood supply and contributing to the formation of its body and soul.

Leaders should be the driving force behind the creation and maintenance of values that constitute the very soul of an organisation, that transcend the barrier of space and time, and that provide organisations with the eternal constancy they need to thrive in the face of growing levels of unpredictability in the business environment. In addition, they should conduct regular checks to determine whether or not any unethical business practises are seeping into the operations and infecting the organization's core values. This will allow any such practises to be eradicated and eliminated at the very beginning of the process.

Statement of Objectives

This qualitative phenomenological study's objective is to contribute to the existing body of research surrounding leadership transitions by determining the characteristics that are present when leadership transitions fail as a result of an individual contributor mindset as opposed to a people leader perspective. In addition to this, the influence, both positive and negative, on organisational and team performance that results from effective and poor leadership changes was investigated.

The Conceptual Underpinnings

This research was built on the basis of five different concepts, themes, and perceptions, which were used as the building blocks. Each notion lends support to the particular problem statement as well as the research questions.

A discussion of the procedure

For the purpose of carrying out this qualitative research study, one may have chosen from a variety of research methodologies. To begin, a qualitative method was used rather than a quantitative method to conduct the research. When contrasting a qualitative approach with a quantitative one, it is essential to have a firm grasp on the distinctions between providing an explanation and demonstrating an understanding, as well as playing a personal role and an impersonal role (Stake, 2010). Interpretive, experiential, situational, and personalistic are all key features of a qualitative study, according to Stake (2010). He also lists personalistic as an important characteristic. A qualitative study is one that is conducted in the field and places an emphasis on the participants' observations. In order to come to a conclusion as to which kind of qualitative research design is superior, several different forms of qualitative research designs, including ethnographic, case study, and phenomenological designs, were analysed and contrasted.

Because doing phenomenological research is best accomplished through the use of a qualitative research strategy, the decision was made to employ a qualitative approach rather than one of the other available methods. Because of the nature of the problem and the reason for conducting this research, the phenomenological research approach is the one that should be used. For instance, Creswell and Poth (2018) define phenomenological design as "the experience or the actuality of participants as they journey through a phenomenon." This means that phenomenological design focuses on the journey that participants take through a phenomenon. Researchers using phenomenological designs investigate the similarities in participants' experiences, taking into account the fact that they all share the same experienced world (Creswell &Poth, 2018). According to Creswell and Poth (2018), phenomenology can be understood as having intimate ties to philosophy.

The phenomenological approach takes into account the characteristics that all of the participants share (Creswell &Poth, 2018). When the researcher aims to gain an understanding of the experiences that the participants are having, it is suitable to utilise a

phenomenological research design. For the purpose of this study, the topic will need to be investigated in greater depth and with a larger degree of insight. This is because there is an ongoing challenge associated with leadership development programmes, as well as a high failure rate associated with leadership transitions. Other qualitative methodologies were considered for this study but were ultimately rejected for a variety of reasons. Research based on grounded theory or narratives are examples of studies with a tight focus, with the average subject being a single person. In contrast, phenomenological research is typically conducted with smaller groups (Creswell &Poth, 2018).

Discussion Regarding the Design

According to the findings of a study that was conducted by Prion and Adamson (2014), the design of qualitative research must include a structured method for the collection of data that results in an auditable procedure. Researching the impact on an organisation that occurs when an individual fails to properly transition from the attitude of an individual contributor to the mindset of a people leader was primarily accomplished through the use of interviews as the primary technique. In order to gather information for a phenomenological study, the researcher will conduct interviews with participants who have firsthand experience with the reality, concept, or phenomenon under investigation (Creswell &Poth, 2018). It is essential to have an understanding of what has been experienced as well as how the individuals who participated in the study have experienced the phenomenon (Creswell &Poth, 2018). Groenewald (2004) asserts that "the goal of the researcher is to characterise the phenomenon as correctly as possible, refraining from any pre-given framework, but maintaining true to the facts" (p. 44).

The discussion, followed by the conclusion

For the avoidance of confusion, I am not suggesting that "losing your mind" is synonymous with "becoming mad." In fact, the opposite is true. It is about receiving knowledge by other ways, by putting your reasoning and judgmental mind to rest so that you can open yourself up to new information. This is also another technique to become a leader who is centred on love (amare).

The vast majority of leaders learn to rely nearly entirely on logic and reason throughout their careers, and they are constantly conditioned to do so. And just like any other strength, if you overuse it, your mind will eventually turn into a weakness.

- Do you see how Jim's statement about losing your mind makes sense to you?

- Will you allow yourself to consider the possibility of losing your mind every so often?

- Are you willing to learn regardless of how the information is presented to you?

The Amare Method: Six Easy Steps to Mental Decline

- Consider the times when you thought "I've lost my mind." Make a list of five instances something great made you feel like you were going to literally lose your mind. It may have been the experience of falling in love, being astounded by a new concept, going to a performance, communing with nature, or suddenly having an epiphany about how to solve an issue. Consider how you reacted back then as well as the sentiments that are brought up for you today when you think about it.

- Pick the language that best fits your "thinking." Determine what you mean when you say "mind" by thinking about how you now talk about it. Is it primarily an ally, an adversary, a consultant, a leader, a tyrant, or a servant? Think about the phrases you use to talk about fantastic things that have happened to you, such as "my mind is blown!" Maybe you'd like to have more of them.

- Create space by paying attention. Take note of the things that are going through your head right now. Take into account that they are not you. Take note of the time gap that exists between when you become aware of an idea and when you respond to it. Perform this activity for one minute multiple times throughout the day.

- Quiet your mind. For excellent guided meditations, download an app like Headspace, Calm, or Plum Village on your device. Take a seat outside with a friend and don't talk for the first five minutes. You should put your phone into aeroplane mode every day for one hour.

- Wonder rather than pass judgement on something. Things that don't make sense to you logically or go against common sense shouldn't be disregarded right away. Instead, you should just let your mind wander to the various options.

- Enjoy yourself (even if you think it's dumb!). Change your hairstyle, sing loudly in your car, dance while you're in the shower, wear clothes that don't match (this one is simple for some of us!), and wear objects that don't match. In a nutshell, you should make it a daily habit to engage in at least one activity that is completely risk-free, may defy logic, and nourishes your soul.

Research Paper   UGC CARE Listed (Group -I) Journal

Conclusion

You will become a more holistic and compassionate student as well as a leader if you allow yourself to occasionally lose your mind and allow other forms of knowing to enter. And it might just help you get back in touch with your spiritual self.

References :

- Burkus, D. (2017). Research shows that organizations benefit when employees take sabbaticals. Harvard Business Review. Retrieved from https://hbr.org/2017/08/research-shows-thatorganizations-benefit-when-employees-take-sabbaticals

- Eubanks, B. (2017). Baby Boomers delaying retirements: generational shifts are work. Retrieved from https://www.forbes.com/sites/adp/2017/06/02/baby-boomers-delaying-retirementgenerational-shifts-at-work/#15f11c5174b4

- Ferrier, M. (2017). Are you relevant? The rise of the individual contributor. Retrieved fromhttps://medium.com/@mellferrier/are-you-relevant-the-rise-of-the-individual-contributorb7b069201bbf

- Freeman, A., Nelson, R., & Sinha, S. (2018). The essential role of leadership development.Journal of the American College of Cardiology, 72(18), 2272-2275.doi:10.1016/j.jacc.2018.09.02

- Greenhaus, J. H., & Kopelman, R. E. (1981). Conflict between work and nonwork roles: Implications for the career planning process. Human Resource Planning, 4(1), 1-10

- Holt, S., Hall, A., & Gilley, A. (2018). Essential components of leadership development programs. Journal of Managerial Issues, 30(2), 214.

- Johnson, B. (2019). Changing expectations: what millennials now look for in a career. Retrieved from https://www.lifehack.org/453343/changing-expectations-what-millennials-nowlook-for-in-a-career

- Pal, A. (2015). How the Fundamental Definition of Work has Changed. The Economic Times. Retrieved from https://economictimes.indiatimes.com/magazines/panache/how-thefundamental-definition-of-work-has-changed/articleshow/45802125.cms

- Stake, R. (2010). Qualitative research: studying how things work. New York, NY: The Guilford Press.

- Creswell, J. W., &Poth, C. N. (2018). Qualitative inquiry & research design: choosing among five choices. Thousand Oaks, CA: Sage.

- Prion, S., & Adamson, K. (2014). Making sense of methods and measurement: rigor in qualitative research. Clinical Simulation in Nursing, 10, e107-e108. doi:10.1016/j.ecns.2013.05.003