

Railway Transformation Lecture Series

Lecture – 2: “Personal Perspectives on Leadership” by Mr Pramath Raj Sinha

A lecture was given by Mr Pramath Raj Sinha on “**Personal Perspectives on Leadership**” on 6th February 2017 under the Railway Transformation Lecture Series organized by Ministry of Railways. Senior officers of Railway Board, General Managers, Divisional Railway Managers, Chairman cum Managing Directors (CMDs) and Directors of Railway PSUs attended the lecture through video link.

Key perspectives on leadership brought out in the lecture are as under:

- Leadership has several attributes and different people define it differently. However, when people are asked to judge whether a person is a leader or not, they judge him on the basis of **breakthrough performance** delivered by him. M.S. Dhoni is a shining example of what a leader should be like. Under his captaincy, the character of Indian cricket team changed to a winning team. Even after M.S. Dhoni left captaincy, the winning spree of the Indian cricket team continues. Thus, sustained delivery of breakthrough performance is the litmus test of leadership. However, it may be kept in mind that the breakthrough need not always be very big. Every person can achieve breakthroughs in his own work area. Innovation is at the heart of a breakthrough performance.
- Although delivering breakthrough performance is a necessary condition for leadership but it is not sufficient. Another quality of leaders is **aligning** the people with the initiative by inspiring and motivating them, paying attention to their feelings and caring about them and taking them along as a team. This is very critical as sometimes the people may not be aligned and they may not be transparent enough to disclose this. So, one should not assume that people are **aligned**. The alignment of individuals with the initiative should be specifically assessed and efforts should be made to align them.
- **Thus a leader needs to be judged on two dimensions, (i) ability to deliver breakthrough performance, and (ii) ability to inspire, motivate and empower people and thereby align them to the organizational goals and carry them along.**
- **Capability building of leaders needs to be top priority as the problems and challenges are becoming more and more complex** - In today's world, the problems are becoming very complex and so capability building of people in leadership positions is the only way to develop leadership qualities. No one can be born with all the qualities required to solve the increasingly complex problems of our times. People need to constantly learn things on their way.
