

# 'A servant-leader serves the people he leads'

BL CLUB

Our Bureau

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Leadership is the energetic process of getting people fully and willingly committed to a new and sustainable course of action to meet commonly agreed objectives while having commonly held values, said Mr Swami Krishnan, Director and Chief Executive Officer, IFIM Business School, here.

He was delivering a lecture on leadership organised by BL Club and sponsored by the Syndicate Bank for the students of Soundarya Institute of Management and Science.

Sharing his experience, he focused mainly on 'servant-leadership', which is one of the most popular leadership models today.

Mr Krishnan said that 'servant-leadership' was based on universal values and a servant-leader serves the people he or she leads which implies that they are an end in themselves rather than a means to an organisational purpose or bottom line.

Servant-leaders are felt to



**Showing the way:** Mr Swami Krishnan, Director and Chief Executive Officer, IFIM Business School, delivering a lecture at the Soundarya Institute of Management in Bangalore.

be effective because the needs of followers are looked after in a manner that they reach their full potential. The strength of this way of looking at leadership is that it forces us away from self-serving, domineering leadership and makes those in charge think harder about how to respect, value

and motivate people reporting to them.

He spoke on the 10 characteristics of a leader and said that listening, empathy, healing, awareness, persuasion, conceptualisation, foresight, stewardship, commitment to the growth of people and building community formed

part of it. "A servant-leader seeks to convince others rather than coerce compliance. He also will have great dreams and thinks beyond the day-to-day realities. He will help others in understanding issues involving ethics, power and values," Mr Krishnan explained.

Even after two decades of experience, he was trying to learn leadership; he said and remarked that he was against the popular belief that leadership qualities were inborn. Mr Krishnan told the students that they needed to learn many things to manage to become a good leader.

"Manage yourself and manage to learn your conscience. Learn by doing rather than thinking early in your career. Remember also that listening is more important than speaking. Life is hard and it is not always fair and you must deserve something before you desire," he said.

Mr Ganesh P.B., Principal, Soundarya College, welcomed the gathering. Ms Saraswathi Kumble, Head, Management Studies, was also present.