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Research Paper HRM

An Analysis of Leadership Triangle Encompassing Personal Development, Professional Development And Skill Development

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INTRODUCTION

Indeed, those were the day organisations believed that the principles style of management and getting work form the workers were by brawn and muscle. It has taken so many years for the management to come out with the fact that no workers were working whole-heartedly and no one contributed best results under fear and force. It was then understood that basic desire of human being is freedom of action and satisfaction and they were the outcome of efforts from independent and non compulsory work.

Workers were then required being lead by a person but it is not so easy to determine some one as a leader. They wanted him to be unique in all aspects. Hence it was necessary to understand the true nature of leadership. When men follow a leader, they are doing so willingly. Now what does cause the workers/men to follow him blindly? It is no by fear or atrocity. Now second question, Is there any special and unique features with him? Is he having any uniqueness than others having? Like this so many questions….? A simple reason is that a leader stimulates, inspires and motivates the workers. A leader is force multiplying factor. In management there is no one as ordinary people. However he does extraordinary performance out of ordinary people. This could be explained with the narration of Dr. George Odiorne's book by name Human Resource Portfolio. He classified the employees into four categories.

They are 1) Dead woods 2) Work Horse 3) Problem Children 4) Stars. Dear woods are the employees with low potential and low performance. Next is work horse and these are the category of employees with low potential and high performance. The next is problem children. They are designated as persons with low performance and high potential. Finally Stars are the employees with high potential and high performance. According to Odiorne, the low potential workers are dead woods and problem children. But they could be converted into the fourth category (STARS) by exploiting their talents in which the leadership role is enormous.

Now a day the need for the leader in the organisation is enormous. Today's organisations prefer the workers having the characters of a leader. He is wanted to be an innovator, having of creativity, good communicator, team builder, Problem solver, negotiator, and learner and having time management skills besides strong acumen in technical skills. Today's organisation has the basic duty of creating or transforming the workers / managers as potential leaders to withstand for quiet long period of time. For that it needs to offer programmes as Personal development Programme.

PERSONAL DEVELOPMENT LEADS TO PROFESSIONAL ENHANCEMENT

It is a broad term that refers to development of individual behaviour. It could be developed with a variety of training, education, and support opportunities available to an individual. What are the things under Personal Development?

Creating Personal Development Plan

1. Learning to set goals
2. Conquering fear of future.
3. Exploring of how perception creates reality
4. Boosting self confidence.
5. Master of motivational thoughts.
6. Interpersonal relations improvement
7. Professional enhancement.

PERSONAL DEVELOPMENT PLAN

It is actually a structured and supported process being undertaken by an individual in order to know his learning, performance and/or achievement and to plan for his persona, educational and career development. Professional development means to developing professional ability to train leadership quality, stress management, decision skills, crisis management, analytical skills and stress management in the organisation. Key skills are not specific but can be developed and used in wide range of situation. The skills are of great importance and the employer put great importance on them if demonstrated with high level of confidence.

IDENTIFICATION OF PERSONAL SKILLS

Those skills which help to develop an individual are known as Personal skill. Those skills lead an individual to live a better life, find comfortable and a better citizen. They are communication skills, learning skills, adaptability and the like.

PRACTICAL METHODS OF IMPROVING THE SKILLS

It is understood that no one is perfect under the sun. Every one is having deficiency of skills; however it should be build up in the ongoing process of life. If not, we would be isolating ourselves from the main stream. There are two types of skills in the study of skill audit. First one is skills that can be transferred: These are the skills that are needed during an activity in the career such as parenthood, physical activities like sports and hobbies. It includes IT skills, motivating skills, team working etc., these skills help an individual in all aspects of life. Next type of skill is that skills that can be acquired: Those skills which can be skills that can be added or developed are skills that can be acquired.

There are ways by which the skills could be improved and enhanced. The way of enhancing the skills differ from one profession to other. Some skills may suits for one and may jot for another. Hence the tools/techniques followed or taken depend on the persons and profession.

Training is initiative which builds the competency of an individual. Training for particular skills shall be concentrated upon. The benefit of training is that it provides depth knowledge and acquires leadership. Next type of exercise is role playing in which all the professionals/ individuals are made to involve and this offers an opportunity to learn the concepts and the like. Another type is affinity technique in which the members of the group try to work together towards a common goal. The skill development training programme is ongoing and continuous, collaborative.

Besides that brain storming technique, tem building exercise, communication skill exercise, decision making exercise are other skill development techniques/tools to improve the personal and also

professional. In this regard one aspect is that most of the persons are inefficient in communication i.e., oral, mediation, interviewing, visual and writing. Individuals and personals should be strengthened in this aspect. Some other methods are 1.Coaching 2.Counselling 3.Mentoring 4. Professional bodies 5. Management meetings, 6. Drill down 7.Thinking Hats 8. Decision tree exercise.

EVALUATING THE IMPORTANCE OF PERSONAL DEVELOPMENT

1. Personal Development is found as a tool for delivering employabil ity skills.
2. Personal Development helps to plan the future of an individual. There is a saying ''the harder you prepare, the luckier you get".
3. Personal Development plan finds the skills deficient in an individual a way to improve them.
4. Personal Development creates optimistic mind and attain success in all process of life.
5. Personal development helps to cope with the changes as change is a continuous process in life.
6. Personal Development imparts the concentration to be given on the basic functional skills
7. It offers to meet the courage in the mind of an individual.
8. Ultimately makes people to be effective and trying to be efficient.

Your determination may dictate your potential, but it is your character that will determine your legacy. – **Unknown**

PERSONAL SKILL AUDIT

It is the one producing the personal skill profile. The skill audit is done by the following ways.

1. The individual is asked to complete the questionnaire to find out the preferred learning styles with their associated weakness and strength.
2. Next important step is personal planning to make him more aware and develop as a learned. This is future plan.
3. Compiling a personalised portfolio of the individual.

This shows that the skills already acquired and the skills to be acquired. So the gap between the two is the skills to be learnt.

A Sample Skill Audit Form

Qualities	Good	Average	Poor
Generic			
Engineering Skills			
Academic Study			
Work Experience			
Extra-curricular Activity			
Action			
Planning			
Analysis			
Modelling			
IT skills			
Problem solving			
Project Implementation			
Designing skills			

LEARNING PROGRAMME

This is focusing on continuous personal and professional development through self-learning and reflection. The individuals are provided with an opportunity to find their own development needs in this skill audit. The Individuals (learners) need tol have a regularly updated and personal development plan that fit to the own learning style.

This unit focuses on the importance of continuous personal and professional development through self-learning and reflection. The unit will enable learners to enhance the skills required for effective management, to meet work objectives and improve performance for future career development. Learners will be provided with the opportunity to identify their own development needs through conducting a skills audit and a personal development planning process.

Strength:

Ethical thinking
Education background.
Technical acumen

Weakness:

Negative thinking
Lack of experience
Deficiency of Interpersonal skills
Nil working experience

Criteria that affect Weakness and Strength:

1. Career
2. Moving with others.
3. Getting suitable position.
4. Effectiveness.

CONCLUSION

This is the need of the hour to have continuous monitoring for better results in getting leadership quality. The evaluation of the training programme is in terms of four different levels. They are reaction, learning, behaviour, and the results. The weakness in the process is continuously monitored and tried to be minimised. This would result in increase of merit side characters or desired behaviours for acquiring leadership quality.

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