



INCLUSIVE LEADERSHIP MANAGEMENT – ON OVERVIEW

Management

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ABSTRACT

Inclusive leadership differs from management on some aspects the deep commitment and passion each individual leader must have to increasing levels of responsibility and performance. Ultimately the counselors being their relationship with their leaders by interpreting individualized measuring leadership journey series of assessments in order to plan of each tier leader to ensure highly leaders interpret strengths and opportunities and focus specific action counselors ensure that the context in which very senior leaders integrated into inclusive leader development efforts.

KEYWORDS

Leadership Management, Inclusive Leadership, Emotional Intelligence, Organizational Priority, inclusive education.

INTRODUCTION

Internationally, inclusive education has aims towards the broader sense and defined as a reform that supports and welcomes diversity among all learners. However, organizations are becoming global with the rapid and have diverse cultures due to workforce with various cultural backgrounds and Leadership and management are related by they are not the same. A person can be an effective manager, a leader, both, or either. This is due to the fact that leadership differs from management on some aspects. They have concluded that leadership differs from management in terms of the emphasis that is put on four activities- creating an agenda, developing a human network for achieving the agenda executing plans, and outcomes of activities. One way of doing so is by focusing on employees Productivity. Traditionally organization aim to increase employee performance by identifying and correcting employee's weaknesses. Challenge this notion with the positive psychological movement, which studies human strengths, and promotes factors that enable individuals to thrive and prosper every individual possesses strengths. strengths are defined as the characteristics of a person that allow them to perform well or at their personal best Organizations can, and perhaps should, stimulate their employees to use their strengths the extent to which employee perceive organizational support for their strength use they perform better. In - role and extra -role behaviors. Extra -role performance in focused on behavior that is not directly recognized by the formal reward system because its action are not described in the formal job description.

Leadership management

A leader is expected to perform creative function of following of laying out goals and polices persuade the subordinates to work with zeal and confidence the function of a leader is to create and shape the organization on scientific lines and assigning the roles appropriate to individual abilities with the view to make its various components of operate sensitively towards the achievement of enterprise goals. A leader is to take the initiative in all matters of interest to potentially leverage of the group. He should not depend upon others for decision and judgment new ideas and his decision should reflect original thinking leaders has to reconcile the interests of the individual members of the group with of the common objectives. A new capability leader attributes to the guide and direct group and motivates people to do their best in the achievement of desired goals builds up confidence and zeal in the work group. A necessary link between the management and the workers interprets the policies and program of the management to his subordinates and represents the interests before the management effective only the Inclusive leadership starts with attitudes, traits, and behavior that define and support leader's openness and awareness. Personal leadership traits are founded to inclusive leadership, and these driving include self-awareness, self-control, motivation, empathy, and other interpersonal skills that is constitute of emotional intelligence.

Review of literature

A literature review of recent scholarly articles suggested that today's

leadership best practices can be sorted into six categories, or zones: Reflection, Society, Diversity, Ingenuity, People, and Business. These six zones became topics for focus groups of organizational leaders that tentatively supported the six-zone structure and provided qualitative data used to create a 42-item measure, the Achieve Global Leadership Scale (AGLS). The AGLS was then employed to examine the degree to which 899 leaders in Asia, Europe, Latin America, and the USA felt that each zone was important in meeting their organizational challenges. The data from the 42 items were analyzed using a confirmatory factor analysis, which suggested that the six zones all triangulated on and comprised the larger construct, Leadership in the twenty-first century. Regional differences emerged in the importance that leaders attributed to the zones, in the degree to which leaders effectively demonstrated the zones, and in the order in which leaders ranked their organizations' top business challenges. (Craig Perrin, Paul B. Perrin, Chris Blauth, East Aphorpe, Ryan D. Duffy, Michelle Bonterre, Sharon Daniels, 2012). Leadership involves catalyzing the learning process among followers as well as creating an environment that contributes to improving performance. The leader is an important source of knowledge about tasks the organization and HRM polices, programmers and goods the experience and style of a leader will influence employees performance also, a leader maintains an effective relationship with individual and team as a whole. (Chitra. K, 2013). The requirements of leading in a global environment as perceived by the leaders participating in this study as well as the way these leaders learn and develop their global mindset. Transcendence, plasticity of the mind (flexibility, thinking differently, rebalancing, openness, having multiple frames of reference), mindfulness, curiosity, and humility emerged as requirements of leading in the global environment. The global leaders' learning journeys were characterized by informal learning during everyday work and life experiences including learning from mistakes, and from and with others. Self-reflection leading to the "self-awareness of otherness" as well as reflection with others was at the core of learning and developing the global mindset of these leaders. The framework for this research was guided by the Global Leadership Mindset (GLM) model developed by the authors and their colleagues. (B. Davis Elizabeth, E. Khiliji Shaista, 2013) The leadership development matters it is hard to find a company which has survived many economic cycles that does not have sophisticated leadership development strategy in place. Investment of the companies with highest scores in human capitals that delivered the stock market returns and were five times highest scores with less emphasis than that of companies on human capital. The development of leadership can create a magnet for the high and fast performance of an organization. The programs of Careers Talent- learning that facilitate such workforce flexibility. (Mary Beth Farrell - EVP, Service Delivery - AXA Equitable 2007).

OBJECTIVES

1. To overview the inclusive leadership management.
2. To study the inclusive leaders performance towards organizational growth.

Inclusive Leadership

Inclusive leadership is about treating people and groups fairly based on their unique characteristics rather than acting on biases derived from stereotypes. Leadership is that process in which one person sets the purpose or direction and one more other person and gets them to move along together with him or her and with the other in that direction with competence and full commitment. A positive impact on individuals and organizations they encourage everyone to engage within the organization. Facilitate and mediate situation to take account of differing views and ideas. Inclusive leadership approach but within organizations whether large or small managers need to be responsible for the effective operation of the organizations. Inclusive in their management style because this enhance outputs increase motivation and engagement of employees involving everyone in taking sometimes difficult or unpopular decision being inclusive must not be a barrier to management and should not be used as an excuse for management inaction. Inclusive leadership is beneficial to effective management but is not replacement for managing people. Inclusive leadership does not occur automatically. Individuals fare better when their competences include building collaborative relationship, optimizing diverse talent, and influencing diverse stakeholders and inclusive leaders are effective advocates for diversity, fully embracing the business case and championing initiatives that make inclusion an organizational priority.

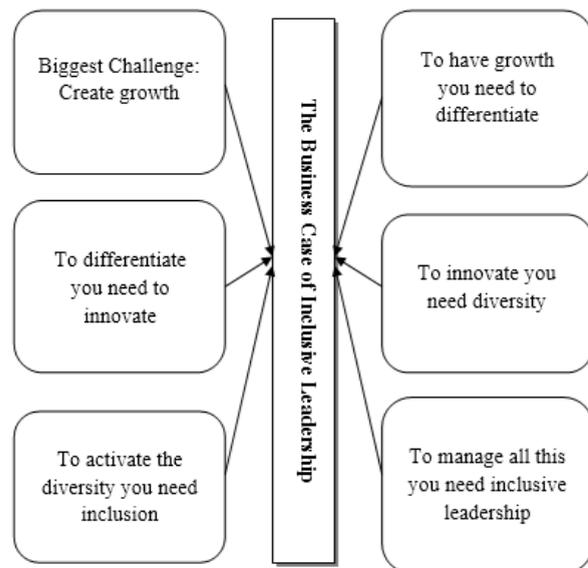


Figure 1: Inclusive Leadership: The business case

The increased heterogeneity can result in discord. The reality that diverse teams can be hard to manage sets in and the people fail to come together, there is a risk of exclusion. While the mainstream often those whom the organization desired because of the business imperative for diversity. Often, the inclusive leadership process commits a point of struggle for leaders of organizations.

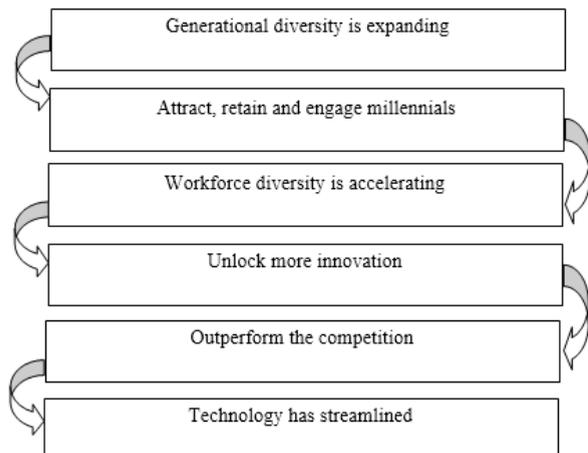


Figure.2: Factors to be an Inclusive Leaders

The inclusive leaders embrace, value, and provide a sense of belonging to all people. Leading organizations and forward thinking leaders understand that diversity and inclusion is much the people believe diversity and inclusion is a competitive advantage, according to diversity and inclusion an important issue indicate inclusion is important an employers. Indicate inclusion is important when choosing an employer and diversity result in the most innovation ideas due to diverse team is better equipped to approach a problem from various angles time it take to arrive at a suitable solution to be a more innovative an the reduce recruiting on emerging innovation diversity.

CONCLUSION

Organizations can capture a competitive advantage from changing demographics across the workplace and in the market place an organization with a reputation for inclusiveness becomes a magnet, attracting top dives talent can better tab market potential whether in emerging economies or among a border set of consumers at home. A diverse talent mix also can spark grater creativity and propel innovate that can help organizations distance themselves form their competition in recent times have improved their recruiting and hiring of more diverse talent. Organization struggle to keep that talent and advance it to positions of leadership and influence specific focus on the traits and abilities necessary to become an inclusive leader are self – aware advocates for diversity and possess the skills to leverage the difference within the diverse team to achieve better performance than world occur with homogeneous.

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