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## Leaders as Managers: A Study of Entrepreneurial and Management Skills of Nation's Leaders

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### **Abstract:**

*This paper describes the qualities and managerial skills of entrepreneurs with special reference to Swami Vivekananda and Subhas Chandra Bose, who not only led the people of the country but also of the world. Going by the modern theories of Management, their personal, social and political actions establish them as managers and entrepreneurs of excellence. This paper examines the possibilities of managerial skills in the thoughts and actions of the spiritual and political leaders like Swami Vivekananda and Subhas Chandra Bose. With an appropriate evaluation of their worth, it also explores if the principles and values propagated by them hold any relevance in a different set up or organisation in the modern times and argues in favour of allowing them more space in a serious academic study of Management sciences.*

**Keywords:** Entrepreneur, leadership, management

### **1. Introduction**

It is a popularly held belief that a business organization can be run only by the persons formally skilled in the management practices. However, the traditional Indian wisdom believes that knowledge knows no boundaries and thus it cannot be limited to a specific class of people. The ever flowing nature of education must be acknowledged for a better running and development of the society. As such, blessed with a galaxy of spiritual leaders, India can take pride in and benefit from the people like Swami Vivekananda and Subhas Chandra Bose who can be easily termed as Managers par excellence by modern standards. These two leaders of pre-Independence India transformed the spiritual and political landscape of the country by virtue of their organizational skills. While Swami Vivekananda began his journey as a spiritual monk, travelling places worldwide and preaching spirituality through his famous RAMKRISHNA MISSION, Subhas Chandra Bose exhibited his entrepreneurial skills through his INDIAN NATIONAL ARMY (INA) which he established in 1942 to take on the mighty British Empire.

#### *1.1. Leadership*

"Leadership is the art of serving others by equipping them with training, tools and people as well as your time, energy and emotional intelligence so that they can realize their full potential, both personally and professionally" (Brittney Helmrich).

"Leadership acts on people's feelings, meaning a leader finds ways to link to people's instinct or intuition. Leaders help everyone feel empowered, which in many organizations with bad histories is a leap of faith. If a leader can also provide concrete evidence that helps the empowerment, wonderful. But evidence usually comes after the leadership actions produce the desired results" (Stevensmith).

"Leadership is the ability of an individual or a group of individuals to influence and guide followers or other members of an organization. It involves making sound (and sometimes difficult) decisions, creating and articulating a clear vision, establishing achievable goals and providing followers with the knowledge and tools necessary to achieve these goals. Good leaders often possess the following characteristics: self-confidence, strong communication and management skills, creative and innovative thinking, perseverance in the face of failure, willingness to take risks, openness to change and levelheadedness and reactivity in times of crisis" (Techtargat).

#### 1.1.1. Leaders as Managers and their Organizations

The Ramakrishna Mission of Swami Vivekananda and the INDIAN NATIONAL ARMY (INA) of Subhas Chandra Bose, popularly known as Netaji, are two incredibly big organizations, networking men and women from across the world. An analysis of the functioning of these organizations demonstrates the entrepreneurial and managerial skills of their founders. Their leadership skills make them acceptable to the masses while guiding an countless number of people. Ramakrishna mission is a religious Indian

organization which was founded 119 years ago by chief Disciple of Swami Ramakrishna Paramahansa in 1 May 1897 at Belur Math in Howrah West Bengal. It has 179 centers worldwide (*Wikipedia*). The mission of this organization is to organize medical, relief, rural uplift, cultural activities, tribal welfare, youth movement and education programmes for the social welfare of the society. This mission is working on the principles of Swami Vivekananda. Ramakrishna Mission believes in service a way of life which is based on the principles of selflessness, sacrifice and love of Swamiji always stated that liberty, equality and fraternity are great ideals. According to him liberty is the first condition to growth. Freedom from religious, social and racial prejudices and freedom of thought and belief also defines his divine personality. According to Swami Vivekananda vision: “*The social equality is to be brought about, not by a process of levelling down, but by levelling up that is not by pulling down those who are already up, but by raising up who are down*” (*Ramakrishna Mission*). This principle of Vivekananda is best applied in the modern business and administrative organizations to improve the Human Resource (HR) skills of the employees. The governing principles of Ramakrishna mission are excellence, efficiency and teamwork which are generally associated with business enterprises in managing their organizations. The policy and conditions of funding the finances are truthfulness, honesty and transparency can be applicable in the finance department of the organization in managing the finances to avoid any kind of discrepancies. Every organization has some social responsibility to the humanity and by following the rules of societal obligation without politics; any organization can pay their social responsibility correctly (*Ramakrishna Mission*).

The functioning of the mission clearly shows the management principles and skills developed by Swami Vivekananda. Swamiji has various extraordinary qualities which state that he was a transformer or act as changing factor in everybody's life. He constantly pursued the truth without considering the consequences and had the courage and good presence of mind. He was pure, having a value of chastity, great power of concentration, memory, insight, and indomitable mental energy, open mind having liberal spirit, wide outlook and broad understanding. The ever inspiring saying of Swami Vivekananda which inspires every entrepreneur is:

“*ALL POWER IS WITHIN YOU. YOU CAN DO ANYTHING AND EVERY THING*” (*Vedanta*). An Entrepreneur is defined as Someone who exercises initiative by organizing a venture to take benefit of an opportunity and decision maker, decides what, how and how much of a good or service will be produced (*Businessdictionary*). The main qualities of successful entrepreneur are the hunger for success, inspiration, diligence and persistence. These qualities are inborn in Swami Vivekananda and his most excellent managerial expertise is increasingly helpful in every business. *The first ever principles of management given by Henri Fayol in 19<sup>th</sup> century are Planning, Organizing, Staffing, Directing and Coordinating and Controlling* (*Wikipedia, Henri\_Fayol*).

To run an organization certain basic managerial skills are required like planning, organizing, leading, coordinating and controlling which can be sub divided into decision making, delegating, problem solving, meeting management, organizing /designing tasks and roles, organizing staff, community, leading individuals, group, coordinating and controlling the research, laws, issues etc. These are some basic principles and skills of management followed by a good organization.

### *1.2. Managerial Skills in Their Personality*

The leader of the nation who became a role model to the society is Netaji Subhas Chandra Bose, who organized INA (Indian National Army). It was founded in 1942. Later on it was transformed to Azad Hind Fauz. It was founded on 21<sup>st</sup> Oct 1943. It was linked with imperial Japan and other axis power. Its aim was to secure the Indian independence from British rule. As, it had the participation of foreign nationals so it was an excellent model of multicultural management. It was converted into Indian National Congress after independence. In 1945 at the end of the INA it consisted of 40, 0000 soldiers. It was declared to be an army of Azad Hind. Its members are British hind soldiers. Its strategy was to avoid set piece battles (*Wikipedia, Indian National Army*).

The INA was a societal association organized by social entrepreneur Netaji who always applied disciplinary actions for the members of the INA. The government of INA or Azad hind Fauz had its own currency, court and civil code which supervise all operations. Bose always act as a self-sufficient person and sought to distance from Japanese collaboration. He remains a hero in present day India due to his dare and risk taking capability. He fought fiercely. Bose participates in the Indian independence league in March 1942 as a leader. The government of Azad Hind Fauz participated as an observer in the Greater East Asia Conference in Nov 1943 (*Wikipedia, Azad\_Hind*).

The personality traits of Bose undoubtedly show that he was a strong leader who could lead, observe, take risks and decisions in order to run and manage his INA for the independence of India. The motivating force behind the actions of Subhas Chandra Bose was his resentment towards the British imperialism which was solely responsible for the fall of the country. He had a growing desire to change the status quo. A brilliant student that he was, he proved his mettle by qualifying the tough examination of Indian Civil Services (ICS). But the true patriot got over him, and he resigned the offer. It could have been a very hard decision for someone else, but not for him. To him, the independence of the country was of paramount importance. With a strong sense of self-control and discipline, Netaji was most dynamic and influential political leader in his times and has remained so even after.

One can discover great many similarities in the personalities of the two mentioned here. Subhas Chandra Bose is emulating his idol (Swami Vivekananda). He went to Europe. He Established contacts with various European nations to elicit their support for India's freedom struggle. He succeeded in convincing them and gains their confidence. His supervision of INA/ Azad Hind Fauz made him a good supervisor of his team because he automatically followed management rules of planning, organizing, directing and controlling his team. His personality traits and managing skills show his will power, communication skills, convincing power, strength and his PR skills. He was a man of steel and a risk taker who had no fear. Bose truly understands the plight of India. He was very strong in Body, mind, and in spiritual splendor. He was succeeding in gaining the confidence of people (*Baba*).

## 2. Conclusion

The above mentioned spiritual and political leaders—Swami Vivekananda and Netaji—were excellent managers of their respective organizations which were much larger than any other business and administrative entity of the day, and establishing and managing such huge setups is no easy a job. It requires a well organized person with all the necessary managerial and entrepreneurial skills to run them. Traits like enthusiasm, intuition, imagination, resoluteness and flexibility, truthfulness, honesty, dedication, clarity of thought and action which are necessary for setting up and running a venture, can be found in the two above mentioned leaders. Any business-administrative venture would do well to draw upon these skills, and hence the study of the two leaders in connection with the Management Studies.

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