

A STUDY ON THE LEVEL OF INCLUSIVE LEADERSHIP THROUGHOUT THE GLOBAL ORGANIZATIONS

Mrs.M.KANAGA PhD (Fulltime Research Scholar), Department of International Business,
Alagappa University, Karaikudi.

Dr.K.UTHAYASURIYAN Former professor & Head, Department of International Business,
Alagappa University Karaikudi.

E-mail: kanagaphd@gmail.com

Abstract

Potential consequences of leadership behaviors and the variables used to forecast the actions of the leader As it is the duty of the leaders to do things through the coordinated efforts of other people, it is often assumed that leadership styles and methods will translate into the success of the subordinates Relatively new is leadership, particularly modern leadership. Leadership is the typically connected with the personal characteristics of the individual values and leaders. Quite major changes have taken place over the last few decades in almost all conceivable fields and the pace of change is becoming exponentially faster The number of humans has risen by more than 20 Million, and a cataclysmic transition has taken place in human history. Power on unequally distributed in high-power distance society, with a dominant class at the top of the hierarchy making highly centralized decisions. Efficient strategic leadership delivers the goods in terms of what the leadership of an company really expects during transit periods55 per cent of this leadership actually requires strategic thinking. The management skills are used to plan, build and guide organizational frameworks for achieving goals and objectives, while a leadership skills are used to concentrate on a strategic change by setting direction, aligning groups and inspiring and encouraging people; Workforce and global developments are the best way to tackle this problem and Lead is an organization that blends entrepreneurial mindset with entrepreneurial power and resources. Leadership is one of the most important aspects of any company, but because of the technological intrusion with globalization, it becomes management and changes leadership status and performance of organization.

Keywords: Inclusive Leader, Leadership Style, Global Organizations, Diversity Management.

Introduction

Globally, leadership has been the most widely researched component of organizational characteristics. Because of ever-growing interest in the field of leadership, behavioral scientists and sociologists started to study the potential effects of leadership behaviors and the variables that are used to predict the leader's behaviors. As it is the responsibility of leaders to do things by other people's concerted efforts, it is also presumed that leadership styles and methods can translate into the success of the subordinates (Rillinson et.al, 20010). In this case, the present study is intended to empirically test the leadership style in addition to subordinate preference in the banking sector. Relatively new is the leadership, particularly the modern leadership. Leadership is usually related to the individual values and leaders' personal characteristics. Very substantial changes have occurred in almost all imaginable fields over the last few decades and the speed of change is becoming exponentially faster. The number of humans has grown by more than 20 Times and human life has undergone a (Ali Abdulridha Jabbar 2017) cataclysmic transformation. Leadership is not a role or a individual but a dynamic moral relationship between people (human), based on trust, duty, loyalty, emotion and a mutual vision of goodness. Leadership is the process by which one person sets the aim or course in order for one or more others To get them to step in that direction with integrity and complete engagement alongside him or her and with one another (Akbar Ali,2013). Leadership necessary is the same for all leaders in all positions irrespective of the difference in skills needed, roles undertaken, duties performed, issues discussed and the relationship promoted. Therefore, multiple leaders have different views of leadership As such; numerous characteristics have been made from leadership properties / processes or traits / styles for both the failure and success of leadership, (Farzana Suleman 2017). In addition, these qualities cannot even provide very adequate guidelines for leadership performance. Thus, leadership theorists, practitioners, and scholars have gone so far as to establish the 'contingency strategy' for highlighting that 'No single best way' exists. The roles, Roles, variables, strength, control, performance, leadership efficiency, and leadership commonly discussed by numerous authors, scholars, and practitioners are discussed here. Bing (Liu 2019) Yet leaders throughout history and the tradition and ideology of leaders have always been present in all cultures And leadership can be gathered from well-known writing as diverse in content, philosophy, and period as the Greek Epic Of Iliad, the ancient and modern

testimonies of the Bible, the Indian Classics, and writing such as Mahabharata, Ramayana, Bhagavatha, and Kautilya's Arthashastra, Confucius's Chinese essay, which deals with the rules and concepts of foe acquiring and retaining power. Eminent personalities have their own opinions and have established leadership accordingly. According to Cribbin (1981), leadership is a mechanism of control that helps managers to actively get their people to do what needs to be done, to do well what should be done. As Cohen (1990) put it, leadership is the art of motivating others to their full capacity in order to accomplish some task, goal or project.

Objective of the study

- To study the difference of leadership style in global organizations
- To study the management of the companies and its strategic operations.
- To study the global leaders challenges in diversity management.

Leadership style in global organizations

Overall, type in. Empirically demonstrated that India has a high power distance index compared to most other countries (power distance refers to society's recognition of how power is transmitted by organization) (Brett H. Neely 2018). In high-power distance culture, power is unequally distributed, with a dominant community at the top of hierarchy making highly centralized decisions. Such a structure usually works well as those at the lower hierarchical levels need to feel dependent on others for guidance and administration (Lilianotaye-Ebed 2018). In some cases, it is also possible, as observed by hoisted, that subordinates could go to the other stream and participate in counter-dependent actions in situations of high power distance (Anil K. Bhat, 2018). The discovery that Indian workers favor Authoritarian law. This leadership reflects the leader's clear mission focus and high personal dedication and effort. While this may have been valid in the past, the question that comes to one's mind is whether such a leadership style would be effective within the May workplace demographics (Girimurugan 2019). As the industrial gi reveals, there is no dearth of larders in India Giants such as tatabrilas, muffatlals, mahindras, ambanis, modis and singhanias, to name but a few, whose contributions to the industry's success in India are notable. It is expected that the coming younger generation of leaders will make important contributions to India's growth.

12 DIFFERENT TYPES OF LEADERSHIP STYLES

1. Autocratic Leadership

The boss is focused on autocratic leadership style. The leader retains all power and responsibility in this leadership. Leaders make decisions in this leadership on their own, without consulting subordinates. We make recommendations, convey them to superiors and hope to be adopted promptly. Usually, autocratic working climate has little or no flexibility.

Guidelines, processes, and strategies in this sort of leadership are all natural additions to an autocratic dictator. In fact, very few circumstances can sustain autocratic leadership, statistically.

2. Democratic Leadership

Under this type of leadership, subordinates engage under decision taking. Like autocratic, the headship depends on the efforts of subordinates. The political leader is primarily accountable but it is understood that he or she transfers authority to other people who decide work projects.

The most distinctive characteristic of this leadership is the strong up and down contact. Democratic leadership is one of the most preferred leaderships with respect to statistics and it includes the following: justice, integrity, imagination, bravery, intellect and honesty.

3. Strategic Leadership Style

Strategic leadership requires a leader that is an organization's head. The strategic leader is not limited to those at the organization's peak. It is targeted to a broader audience at all levels who want to build a life, team, or organization of high performances.

In offering a prescriptive collection of behaviors, the strategic leader bridges the gap between the desire for new opportunity and the desire for practicality. The successful strategic leadership provides the goods in terms of what an organization's leadership actually expects in times of transition. In fact, 55 per cent of this leadership requires strategic thought.

4. Transformational Leadership

In comparison to other types of leadership, transformational leadership is about promoting change in organizations, communities, oneself and others.

Transformation leaders are inspiring us to achieve more than they initially planned, and sometimes much more than they thought possible. They set more stringent goals and usually achieve higher results.

Statistically, transformational leadership tends to have followers more committed and happy.

This is primarily so because the pioneers of change inspire followers.

5. Team Leadership

Team leadership means painting a vibrant vision of their future, where they are going and what they will stand for. The dream inspires and gives a good sense of purpose and direction.

Unit leadership is for all those concerned working with the hearts and minds. This even occurs. Recognizes that teamwork cannot always require cooperative trust. The leadership's most daunting thing is that it can succeed. Team leadership can fail because of poor leadership qualities according to Harvard Business Review.

6. Cross-Cultural Leadership

Typically, this type of leadership occurs where there are different cultures within society. This leadership also evolved as a way of acknowledging the front-runners who work in the globalized economy of today. Organizations, particularly foreign ones, need leaders who can adapt their leadership to function effectively in different environments. Many of the leaderships found in the U.S. are cross-cultural due to the various cultures, which live and work there.

7. Facilitative Leadership

Facilitative leadership is too focused on metrics and performance-not a ability, while mastering takes a great deal of ability. A group's effectiveness is directly linked to its process performance. The facilitative member uses a light hand to the mechanism if the community is highly functional.

When the group is low performing, on the other hand, the facilitative leader would have more directives to help the community run its operation. Efficient facilitative leadership includes observing group dynamics, providing ideas for procedures and solutions that will help the community stay on track.

8. Laissez-faire Leadership

Leadership in laissez-faire gives the workers authority. Departments or subordinates are allowed to operate according to ancestral, as they like with limited to no intervention. This kind of leadership has repeatedly been found to be the least rewarding and the least effective management style according to research.

9. Transactional Leadership

This leadership retains the status quo or adds to it. In addition, this leadership requires an exchange mechanism, through which followers receive immediate, measurable rewards for

following the orders of the leader. Transactional leadership, with its emphasis on trade, could sound very simplistic.

To be transparent, to concentrate on goals and to provide input are all essential leadership skills. According to Boundless.com, transactional leadership behaviors that include clarifying what is required of the success of followers; explaining how to fulfill those expectations; and allocating incentives that are dependent upon achieving goals.

10. Coaching Leadership

Leadership in Coaching requires guiding and supervising followers. A leader in coaching is operational in environment where performance/results need change. Followers are encouraged to develop their skills in this sort of leadership. Coaching leadership is doing the following: empowering followers, inspiring followers and encouraging followers.

11. Charismatic Leadership

The dynamic leader in this leadership expresses his or her revolutionary strength. Charisma does not mean a pure change of behavior. Indeed, it involves a transformation of the ideals and convictions of the followers.

This therefore distinguishes a charismatic leader from a strictly populist leader who may affect attitudes towards specific objects, but who is not prepared as the charismatic leader is, to transform the underlying normative orientation, which structures specific attitudes.

12. Visionary Leadership

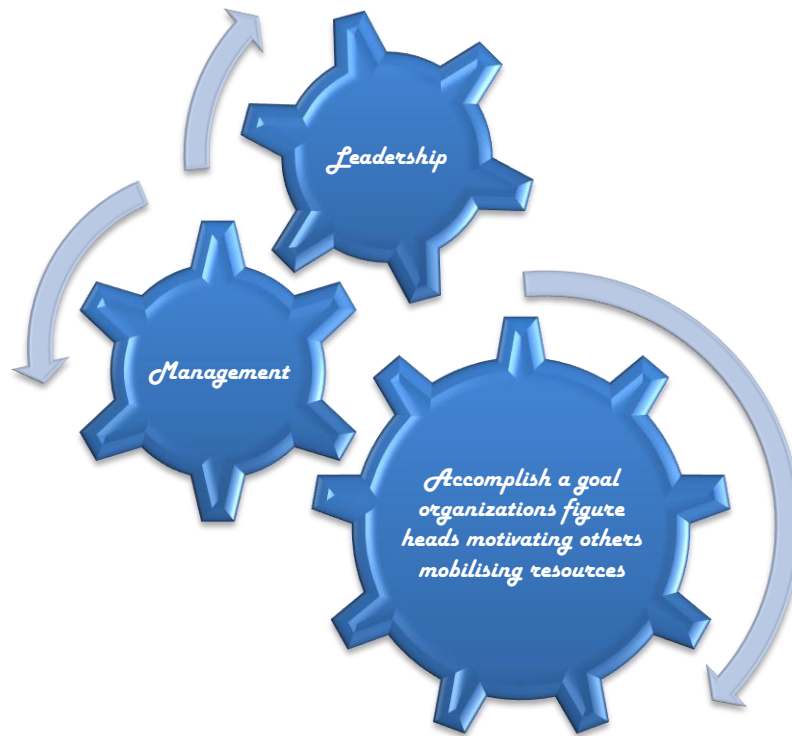
This style of leadership requires leaders who understand that leadership strategies, actions, and processes are all obtained with and by individuals. The greatest and most effective leaders have the vision element of them.

Many who are extremely imaginative, however, are the ones considered to demonstrate innovative leadership. Superior leaders must often transform their dreams into realities.

Leadership versus Management

Management skills are used to prepare, develop and guide organizational structures to accomplish objectives and goals, while leadership skills are used to concentrate on a future change by setting direction, aligning groups, and motivating and encouraging people. Leadership and guidance have to go hand in hand Scott (Derue 2010). The biggest difference between leaders and managers is that leaders lead them while managers have people working for them. A good business owner needs to be a strong leader as well as a manager to bring their team on

board and support them in their success dream. They are seen as having similar meanings through management and leadership; however, there is a distinction between these two as leadership focuses on interpersonal behavior, while management is most commonly seen as doing things through others to accomplish specified organizational goals (Kanaga M, Uthiyasuriyan K 2019). Leadership is also related to followers' willing and enthusiastic behavior and it does not always arise within the organization's hierarchical structure. Many people act as leaders without ever having their position clearly identified or created. A leader also has enough power to bring about long-term shifts in attitudes of people, and to make change more appropriate. Leadership therefore can be seen primarily as a motivating operation. Contexts, the word leadership and management were used interchangeably. The word 'president' appears to be simpler and has been used commonly instead of the word 'boss.' The term manager also seems to be sitting more comfortably in the military market. In all industries and at all stages, Leaders exist and they have a profound impact on modern thought and behavior. (Maxwell 1999) cites examples of leadership from diverse fields including industry, politics, science, philanthropy and the military. On the other hand, the manager may respond to unique circumstances and be more concerned with solving short-term issues (Olof Sivertsson 2018). Management is known to be linked to individuals operating with assigned responsibilities within a formal organization. To people outside the business, the manager might not appear in a leadership role.



Source: Leadership Management

Leadership

It is the practice of moving a party toward a shared objective. Those who lead have three qualities in common:

1. They encourage others to express their understanding.
2. We are inspiring us to act upon this dream.
3. In pursuit of the dream, they inspire others and help them conquer obstacles.

President Dwight D. Eisenhower said, "Leadership is the art of convincing someone else to do what you want to do because he wants to do it."

10 Leadership Skills

Below is a list of the competencies that make up great leadership. We know there is more so these are some of a good leader's core values:

1. **Communication:** The capacity to consciously disseminate information and listen.
2. **Motivation:** Seeing people willing to do what they need to do.

3. **Delegation:** Understanding you cannot do anything and trusting someone to help you bear the burden through the tasks assigned to you.
4. **Positivity:** Whatever the case, keeping a good outlook helps improve morale.
5. **Trustworthiness:** If you do not instill a sense of trust first, people will not listen to you or do what you ask.
6. **Creativity:** There will always be problems that cannot be solved by rote; you have to think creatively and be open to chances. Using divergent reasoning to seek out creative solutions.
7. **Feedback:** Leadership is not in a vacuum. Hear the managers, partners, advisors, mentors and so on, and take their views seriously.
8. **Responsibility:** If you take responsibility for the bigger picture and your behavior, you cannot expect people to obey you.
9. **Commitment:** If you are committed to the mission, you cannot expect anyone to lead too.
10. **Flexibility:** Things change and rigidity can ruin a project, so you have to be able to adjust to something and not keep on too tight.

Management

What is Governance? This is the act of coping with objects or people, or controlling them. However, the focus appears to be more on objects than on men.

Managers are the ones preparing, arranging and managing. We are methodical, and often re-evaluate their process to ensure that we are progressing as expected. If not, they are tweaking to return to their baseline assessment.

Management consultant, trainer and author Peter F. Druker, who said, "What's measured gets changed." Therefore, you can see a change in that managers approach things more systematically, searching for measures and methods to assess their success and adjust their method accordingly.

Top 10 Management Skills

To further illustrate the similarities and complementary essence of leadership and management, we list 10 of what is perceived to be the most essential skills any manager has to possess.

Related: How to Be a Good Manager

1. **Interpersonal Skills:** While managers are not concerned with people solely, they do need to communicate with them, and the more they do, the easier the management process.

2. **Communications:** being able to handle is being able to relate and who wants and do exactly what you need.
3. **Motivation:** The same applies to inspiring people to follow your lead in management.
4. **Organization:** You have to be an organized individual. Management consists of several parts, and cannot be done on the fly.
5. **Delegation:** No one can do all by himself or herself and they will struggle if they try. Therefore, share duties and obligations with others.
6. **Forward Planning:** A manager is a planner looking to the future, and how to set up for it now.
7. **Strategic Thinking:** Part of this preparation is strategically thinking about the initiative, the organization, and how to coordinate them to move forward.
8. **Problem Solving:** Managers face challenges every day, and they need to think creatively to solve them.
9. **Commercial Awareness:** Managers do not work in a vacuum, so they need a good understanding of the Commercial and market climate in which they work
10. **Mentoring:** Often a boss needs to become a mentor to get things done, providing advice or training when they need it.

Management and the role of Leader

An effective foreign leader must know what leadership needs and how to implement HR professionals are able to change in order to improve the position of the company accordingly. It is crucial that they recognize the value of standards of leadership and leadership, and builds and maintains successful strategies for long-term change in an era of globalization, it is imperative to understand and embrace the multicultural world, both at the market place Fred (C. Lunenburg 2011). Workplace management promotes innovation and problem solving, attracts and retains talent, helps develop trust in teams and improves policy and program management The goal is to build a friendly organizational climate for those groups who have not had access to jobs in general and more lucrative employment in the past and in the present, in particular for leaders who are faced with challenges in terms of time management, decision-making and work speed (Scott Derue 2010). Coaching and mentoring the other staff get difficult and to the members as well. Leaders are critical to provide direction and guidance to a community of individual

leadership regarding the creation of a strategic plan that exemplifies the company's diversity philosophy. Employees usually agree with the values that they support their members. Employees typically follow expectations that their representatives set responsible for building the Diversity policy at the company (Arslan Mir 2019). The highest-ranking official of the organization to show the level of commitment to equal employment practices usually formulates equal employment policies. Leaders face the challenges of handling, mobilizing, recognizing, and leading change, and how to minimize the effects of change, resolve opposition to change, and tackle the reaction of employees to change. Leaders go through an organizational survey of workers to the limits of the difficulty as it happens in the workplace. Then fix it after everybody participates. Management is a secret to success for company worldwide (Girimurugan 2019). Management acquires the requisite expertise and complex skills to and efficiently handles these differences.

Global leaders challenges in diversity management

Leaders face challenges in managing productivity, relationship management, politics and identity creation. Challenges when recruiting staff, leading a team, directing change and handling internal stakeholders when people from various cultures often have to encourage and empower others differently, This is also a challenge for the leaders. Leaders are faced with the task of team building, team growth, and team management in a multi-cultural business (Olof Sivertsson 2018). The experience is different for leadership and researching workers, workforce and global trends are the best way to solve this issue. Leaders must consider the tactics of the opponent and the So they have to look at the bigger picture. Leaders must consider people as individuals rather than groups to build successful human relationships in the workplace; miscommunication may occur which leads to management problems (Dr. Ali Algahtani 2014). Leaders create the question the most frequently. People will leave the job because of discrimination. Management must help to rising big and medium Common problems in the workplace position the reaction to change but, by providing managerial support to other teams, groups or individuals, leaders or managers may go with the management flow. Leadership is one of the most critical factors of any organization, but it gets together because of the technological globalization interference (Farzana Suleman 2017). Management and change the position of leadership and the success of organization. Lead inclusively is an organization that combines entrepreneurial mentality with

business power and capital. We are honeying the concept thinking concepts that contribute to the best ideas. Lead generates success, inclusive-Based initiatives linking diversity & inclusion target to data driven business outcomes. Innovation pace and size have improved key talent retention and advancement. Argument employee and commit to the inadequate cost commitment reduction co-created with our clients inspiring the employees (Neharika Vohra 2015).

Statement of the problem

The effect of leadership styles on organizational success over the past four decades has been a subject of interest among academics and practitioners working in the leadership field. The most popular explanation for this concern is the common assumption that leadership can impact organizational efficiency. The style of leadership focuses on what the leaders do rather than who are the leaders. Researching the leadership style concluded that leadership is primarily composed of two general styles of behaviors; role behaviors and relationship behaviors'. Task-oriented behavior encourages achievement of goals while relationship behavior makes subordinate feeling secure with oneself, And with each other, and the situation they find themselves in. The core aim of these approaches to two-relationship-style is to clarify how leaders combine actions of these two kinds to manipulate subordinates in their efforts to accomplish a objective. In this respect, particularly nowadays, it is necessary for any organization, particularly banks, for a sustainable competitive advantage, to separate ourselves from others. In this cycle, decision makers / leaders need new tools and methodologies to help overcome challenges and focus on the best approaches to take the right decision. Hence, the present study is undertaken to resolve these issues.

Conclusion

This article with focused on the main factors Including leaders and managers to develop high-impact organizational approaches, this article focuses on the key factors. Conventional approaches in performance management can be expensive, unsuccessful and even detrimental to improve performance. The human behavior to work with business units and companies to build strong individual-related performance management systems, many businesses focused on incorporating transparent performance metrics or recalibrating pay-for-performance behaviors. We have built a validated method to reinvent performance management, from developing the business case for change to embedding new habits and enabling the rollout of new systems. Lead

is a consulting firm that works with industry customers to achieve better Business outcomes via inclusive leadership. We are developing outstanding leaders who inspire teams to work together towards enhanced thinking. Lead inclusive mission statement: increased growth & equilibrated risk; effective, committed teams & increased market speed; enhanced talent acquisition, retention & advancement; better decision-making; and lower operational costs; increased critical thinking business challenges.

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