

“LEADERSHIP FOR INSTITUTION BUILDING”

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INTRODUCTION

A great nation is built by institution with great cultural support. An institution is built by the society that cares for values, ideologies and principles. The very fabric of social development is rightly governed by a large numbers of institutions that work in an integrated manner with a common cause. Such institutions work long and work for a cause. Building of such institutions is not the task as simple as it appears. Institutions are not built by mere resources. A good institution is inseparable. They are synonymous for each other. A good institution is built by a good leader. The presumption about leadership is explained in a very simple manner as follows. “Good leaders build good institution, outstanding leaders develops institutes that last long.’ A true test of leadership is not achieving instant and short term success but in providing a long term vision that nurtures the course and direction of institution growth. Visionary leaders set the direction which the institution follows to achieve its targets and earn success in long term.

What is the true role of leadership in nurturing and building institution is an important issue that needs to be discussed. The present paper deals with the role of leadership in the exercise of institution building in a competitive socio-economic scenario.

OBJECTIVES OF THE PAPER

The present paper discuss following important related with role of leadership in institution building. Hence the principal objectives of the paper are :

- (I) What is the true role of leader in cultivating and nurturing institution building?
- (ii) To assess the manner in which a leader can participate in the process of institution building
- (iii) To identify the challenges that a leader faces in institution building
- (iv) To understand why a leader should set a vision in action to build an institution.

PREMISES OF THE PAPER

The concept of leadership is often equated in a particular period. The function of leader is often equated with prompted successes and quick gains which may not be the right way to assess the performance of a leader. Every leader need not offer prompt and short term gains but every leader is responsible for setting a vision for the institution, which leads results in long term. From this point of view, the leader has different functions to perform. Conventionally, these functions may appear invisible but they are very important and crucial for institution in long term. The author has considered following three premises for development of writing this paper.

- (I) The true test of leadership cannot be equated with performance alone, but it is related with setting directions and envisioning the appropriate future course of action.
- (ii) In long term a leader is not remember for the task he has performed but for the vision and direction given to the institution.
- (iii) Leadership is the principal factor for institution building which cannot be replaced by constituent.

DISCUSSION

(1) LEADERSHIP IS SETTING VISION

If one goes through the history of successful business institution, he comes across a series of examples of growth, fall, decline and rebirth of many business organizations. Successful Corporation are no

exceptions to this rule. It is not the case that these corporations have not witnessed critical situations and crisis period. The real reason of success of these organizations is associated with their capacity to overcome these crises. These institutions have visualized the critical situations, obstacles and problems and have overcome these problems. This inherent strength is provided to these institutions by invisible but strong force popularly called "Leadership". Leadership is the potential, strength and force that change the destiny of institution. Leadership is the way; the institutes assess the likely threats and help the organization to overcome it.

The large numbers of examples of institutional decay, decline and death have disclosed the fact that the failure of the institution was more human and due to manmade and internal factors than any other reason. After every decade, the leadership of one institute is challenged by the other. This is not a mere material change but a change that occurs in institutional hierarchy and position due to the change in leadership. With change in leadership, many things change automatically. The principal change that occurs is change in approach and thinking of the institution. From this point of view, the real task of the leader is to set vision and promote the growth philosophy.

(2) PRINCIPAL TASK OF A LEADER IS PARTICIPATION IN INSTITUTION BUILDING

The visible mortal structure is a brick structure. This structure often appears impressive and creates a feeling of greatness. However, behind this strong physical structure, there is a strong invisible and intangible force responsible for development of this structure which is rightly called as 'Leadership'. The principal task of leadership is not to assure success in every endeavor. It is related with developing vision that works for a mission which assures image and identity. Leaders build values, design path and provide directions which builds institutions. He provides a right approach to think and set examples of facing crisis which cultivates the spirit of an institution. Hence, it is appropriate to say that leadership builds institutions.

(3) INSTITUTION BUILDING IS AN UPHILL TASK

Institutions are not built in a day or two. Most of the organizations are built by a lifetime contribution of a leader. It is the devotion, dedication coupled with the efforts and selfless commitment that helps the institutions to grow, where in, many cases, a small foul play on the part of leader destroys the long cherished institutional structure. The string institutions have strong ethical values. Often, many institutions appear growing fast in a short period but there fall is also equally fast and sharp. This happens due to leadership failure. Hence, the real motive force behind institution building is leadership.

(4) SETTING VISION : THE CRUX OF TRUE LEADERSHIP

Many leaders are not attributed with success. There are no remarkable achievements to their credit. However, they are great leaders in true sense. Their leadership is recognized and known not for their deeds they have performed but for the dreams they have seen. A great leader sets a great idea. The idea, whose time has come, makes all the difference.

CONCLUSION

The above discussion helps to conclude that leadership is the force that is responsible for organizational development. It is the leader who sets developmental processes. He is the key factor for instructional growth. Hence, it will be appropriate to say that the true purpose of leadership is institution building without having good leaders; institutions cannot attain their set long term targets. A leader visualizes the future of the institutions and comes out with an appropriate action plan to overcome odds and ordeals. Therefore, institutions are also known by outstanding leaders. Without leadership, it is impossible to imagine the process of institution building coming to a reality.