Book Review


This is a small book but full of interesting ideas. It begins with a discussion of the work place community. The author says that it has eight stages. She gives an account of each stage. The last stage is transformation. She says about it, “Need to decide if the community in its current form still has a relevant role to play, or is it time to close, or transform; the need for working into a more traditional form organization needs to be assessed” (p. 7). The next chapter deals with the concepts and theories of leadership. She says that leadership in business is the key to sustainable success. She discusses the popular leadership theories and writes about their main ideas. Here she refers to All India Management Association which published ‘Leaders on Leadership’ in 2012. There is gist of their ideas. She rightly points out that trust, effective communication, continuous innovation, transparency and future vision are important qualities for effective leadership.  

Chapter three deals with influential leadership. The author gives tables, one of which deals with sources of power and their impact and the other dimensions of influencing skills. This is followed by an account of connected leadership. She gives a table containing five factors of connected leadership. She says, “Connected leadership relies on high levels of trust between customers, colleagues and leaders. Emotional intelligence and social awareness are necessary to build and sustained high levels of trust” (p. 46). Next, she writes about leadership competence. She says that there are five areas in which the leaders can build their competence. She also mentions their top five expectations.  

Chapter six deals with leadership coaching and training. There are various characteristics of leadership positions. She talks about the training programmes and the suggestions of respondents. The subject of chapter seven is global leadership. The crucial strength of global leaders is the capacity to influence without controlling or dominating. At the same time, many authors have suggested catalysing cultural and strategic change. The author says, “Leadership development actions may be carried out not only to develop global leaders with positive qualities but also to signal the importance of virtuous behaviours across all parts of organizations” (p. 99).  

Chapter eight has some case studies. The last chapters includes leadership challenges. They relate to stake holders’ expectations, managing and transforming business, increased capacity for work, multiple membership/participation, interconnected world, interconnections, etc. An account of a model for the development of creative leaders is of interest.  

Overall, these are the contents of the book which are specially aimed at the students. The references given at the end can be fruitfully seen by them. They will find the book useful.

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