

# Leadership and Positive Thinking

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# What is Leadership?

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“Influencing people so that they will strive willingly towards the achievement of group goals”<sup>1</sup>

“Leadership is a process whereby an individual influences a group of individuals to achieve a common goal”.

<sup>1</sup> Koontz, H. and C. O'Donnell. “Management: A System of Contingency Analysis of Managerial Functions”. McGraw-Hill, New York, 1976.

# Origin of Leadership

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Are leaders born or made?

**BOTH.** Evidence that both inherent personality and environment are factors.

What kind of leader would you be?

# Leaders are born / made

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Mahatma Gandhi was identified himself with struggles and pains of people of India. His courageous leadership and 'non-violent' resistance led the nation to freedom.



# How important is a leader?

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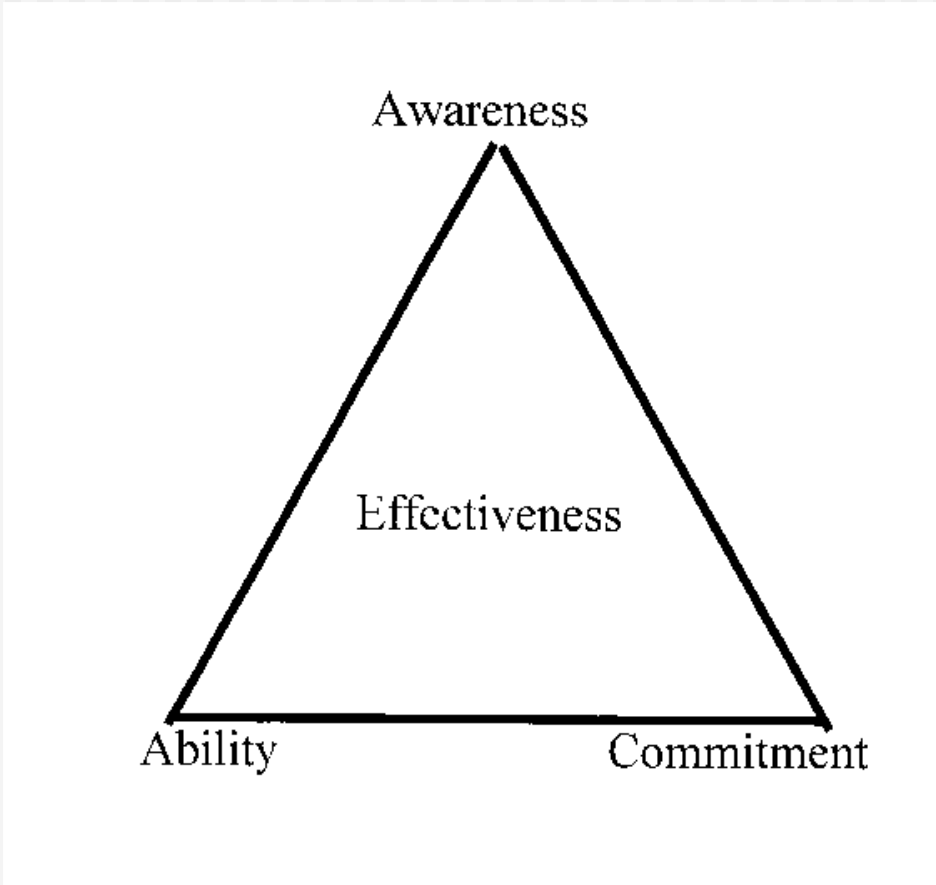
- In most cases, people will perform at about 60% of their potential with no leadership at all.
- Thus, an additional 40% can be realized if effective leadership is available.

# Leadership is a direct function of three elements of effectiveness

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- Awareness
- Ability
- Commitment





# Attributes of a Leader

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- Effective leaders know what they want to do, and have strength of character to pursue objectives.
- The effective leaders establish achievable goals.
- They have a positive outlook on who they are, and they love what they do.
- *Integrity; Honesty; Trust; Dedication; Risk; Charisma; Listening; Passion.*



# Components of Leadership

## *Leadership*

- is a process
- involves influence
- occurs within a group context
- involves goal attainment

## *Leaders*

- are not above followers
- are not better than followers
- rather, an interactive relationship with followers.



# Leadership vs Management

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- Leadership seeks improvement through change (*disorder*)  
Leaders: Do the right things.
- Management seeks stability & predictability (*order*)  
Managers: Do things right.

# Leadership & Management

## Kotler (1990)

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### Management Activities

**Produces order and consistency**

- Planning & Budgeting
- Organizing & Staffing
- Controlling & Problem Solving

### Leadership Activities

**Produces change and movement**

- Establishing direction
- Aligning people
- Motivating / Inspiring

Major activities of management & leadership are played out differently; But, both are essential for an organization to prosper.

# Qualities of an effective leader

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- **Listen effectively**
- **Encourage teamwork and participation**
- **Empower team members**
- **Communicate effectively**
- **Emphasize long-term productivity**
- **Make sound and timely decisions**
- **Treat each person as an individual**
- **Know yourself and your team**
- **Protect your team**
- **Have vision, courage and commitment**

# Qualities of an effective leader

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- **Take control of your life**
- **Assume responsibility for who you are**
- **Convey a positive and dynamic attitude in everything you do**
- **Accept blame: learn from your own mistakes as well as those of others. Take blame for everything that happens in your unit**
- **Give credit wherever it is due**
- **Be compassionate when you review your team members' progress or lack thereof**

# Part – 2 Positive Thinking



- Positive thinking helps with stress management and can even improve your health. Overcome negative self-talk by recognizing it and practicing with some examples provided
- Positive thinking enhances focus on your job and can help to reduce the chance of accidents

# Positive thinking means:

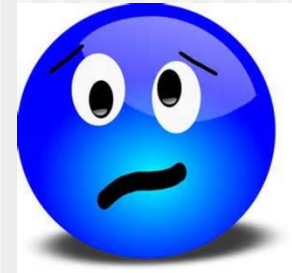
- Looking at the **negative** and **positive** aspects of each situation.
- Choosing to focus on the **positive**.



# Positive thinking means:

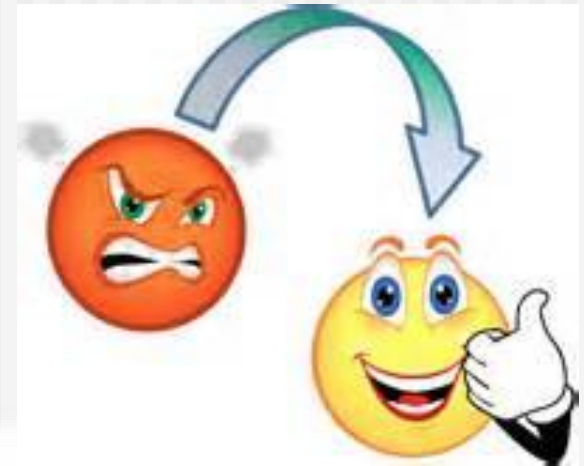
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Are you looking at  
the glass half full or half empty?





# Positive thinking will help you see your problems differently



# Tips to be more positive:

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- **Smile and laugh** as often as possible.
- **Look for something positive** when you encounter problems.
- **Avoid complaining.**



# Tips to be more positive:

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- **Be compassionate toward yourself and others.**
- **Be satisfied with what you have.**
- **Do things that you like regularly.**



# Tips to be more positive:

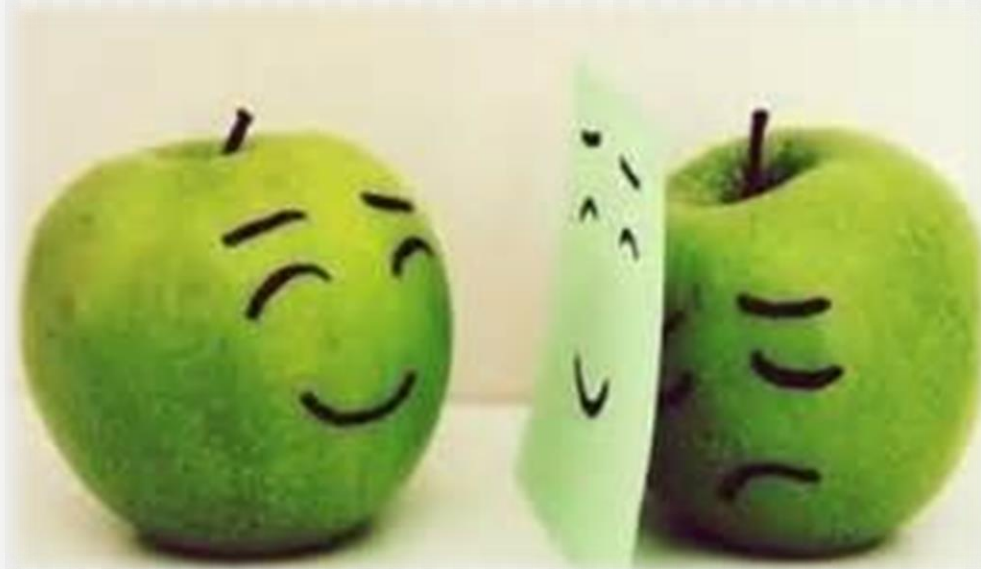
- **Do physical activities regularly.**
- **Surround yourself with positive people.**



# Every day, you have a choice!

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- **Positive thinking** is something you can develop over time...



# REMEMBER!

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- You owe it to yourself to **react positively!**
- You owe it to yourself to **work safely!**
- You owe it to yourself and your loved ones to **avoid injuries!**

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THANK YOU