



# Leadership for Tea Tigers

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# WHAT IS NOT LEADERSHIP?

Leadership is neither a position or designation or Title.

Its neither your personal attribute or Charisma

# WHAT IS THEN LEADERSHIP?

- Leadership is influence
- Leadership is more about developing a positive attitude and transmitting it to others to encourage them to reach the goal
- Leadership is extension of your Personality
- Leadership is Polymorphic
- Leadership is Action & example

# LEADERSHIP

is the capacity to translate vision into reality



X	O	X
X	O	X
O	X	O

you can do it!

# INSPIRING TEA LEADERS



- Leadership is about inspiring other
- Management is about planning

# LEADERS



“A leader is like a shepherd. He stays behind the flock, letting the most nimble go out ahead, whereupon the others follow, not realizing that all along that they are being directed from behind.”

- Nelson Mandela

Before you are a leader, success is all about yourself.  
When you become a leader success is all about others

# WHAT MAKES A GOOD LEADER

Leadership Traits

CALM  
CONFIDENT  
CONSISTENT  
COURAGEOUS



# 1. HONESTY & INTEGRITY

ZERO POLITICS ENVIRONMENT



The 34th President of United States, Dwight.D.Eisenhower once said, "**The supreme quality of leadership is unquestionably integrity.**

Without it, no real success is possible, no matter whether it

is on a section gang, a football field, in an army, or in an office." Honesty and integrity are two important ingredients which make a good leader. How can you expect your followers to be honest when you lack these qualities yourself? Leaders succeed when they stick to their values and core beliefs and without ethics, this will not be possible.



## 2. CONFIDENCE

KNOWLEDGE

REPEATED SUCCESS



To be an **effective leader**, you should be confident enough to ensure that other follow your commands. If you are unsure about your own decisions and qualities, then your

subordinates will never follow you. As a leader, you have to be oozing with confidence, show some swagger and assertiveness to gain the respect of your subordinates. This does not mean that you should be overconfident, but you should at least reflect the degree of confidence required to ensure that your followers trust you as a leader.

### 3. INSPIRES OTHERS



Probably the most difficult job for a leader is to persuade others to follow. It can only be possible if you inspire your followers by setting a good example. When the going gets tough, they look up to you and see how you react to the situation. If you handle it well, they will follow you. As a leader, should think positive and this positive approach should be visible through your actions. Stay calm under pressure and keep the **motivation level up**. As John Quincy Adams puts it, **“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”** If you are successful in inspiring your subordinates, you can easily overcome any current and future challenge easily.

## 4. COMMITTED & PASSIONATE



Your teams look up to you and if you want them to give their all, you will have to be passionate about it too. When your teammates see you getting your hands dirty, they will also give their best shot. It will also help you to gain the respect of your subordinates and infuse new energy in your team members, which helps them to perform better. If they feel that you are not fully committed or lacks passion, then it would be an uphill task for the leader to motivate your followers to achieve the goal.

## 5. GOOD, CLEAR COMMUNICATOR

### DIRECT



Until you clearly communicate your vision to your team and tell them the strategy to achieve the goal, it will be very difficult for you to get the results you want. Simply put, if you are unable to communicate your message effectively to your team, you can never be a good leader. A good communicator can be a good leader. Words have the power to motivate people and make them do the unthinkable. If you use them effectively, you can also achieve better results.

## 6. DECISIVE & ACCOUNTABLE



When it comes to accountability, you need to follow the approach highlighted by Arnold H Glasow when he said, **“A good leader takes little more than his share of the blame and little less**

**than his share of the credit.”** Make sure that every one of your subordinates is accountable for what they are doing. If they do well, give them a pat on the back but if they struggle, make them realize their mistakes and work together to improve. Holding them accountable for their actions will create a sense of responsibility among your subordinates and they will go about the business more seriously.



# LEADERSHIP STORY FROM APJ ABDUL KALAM

Missile Man & President of India 2002-2007

## 7. DELEGATES & EMPOWERS



You cannot do everything, right. It is important for a leader to focus on key responsibilities while leaving the rest to others. By that, I mean empowering your followers and delegating tasks

to them. If you continue to micromanage your subordinates, it will develop a lack of trust and more importantly, you will not be able to focus on important matters, as you should be. Delegate tasks to your subordinates and see how they perform. Provide them with all the resources and support they need to achieve the objective and give them a chance to bear the responsibility.

## 8. CREATIVE & INNOVATIVE



What separates a leader from a follower? **Steve Jobs**, the greatest visionary of our time answers this question this way, **“Innovation distinguishes between a leader and a**

**follower.”** In order to get ahead in today’s fast-paced world, a leader must be creative and innovative at the same time. Creative thinking and constant innovation is what makes you and your team stand out from the crowd. Think out of the box to come up with unique ideas and turn those ideas and goals into reality.



## 9. EMPATHY



Leaders should develop empathy with their followers. Unfortunately, most leaders follow a dictatorial style and neglect empathy altogether. Due to this, they fail to make a closer connection with their followers. Understanding the problems of your followers and feeling their pain is the first step to become an effective leader. Even that is not enough until you work hard and provide your followers with the suitable solution to their problems.

# OTHER TRAITS OF A LEADER



Resilience/Determination

Visionary

Taking a long term look

<https://youtu.be/xcWJKqefGxA>

**CAUTION !!!**



The challenge of leadership is to be strong, but not rude; be kind, but not weak; be bold, but not bully; be thoughtful, but not lazy; be humble, but not timid; be proud, but not arrogant; have humor, but without folly. —Jim Rohn

# BOSS VS LEADER



## BOSS

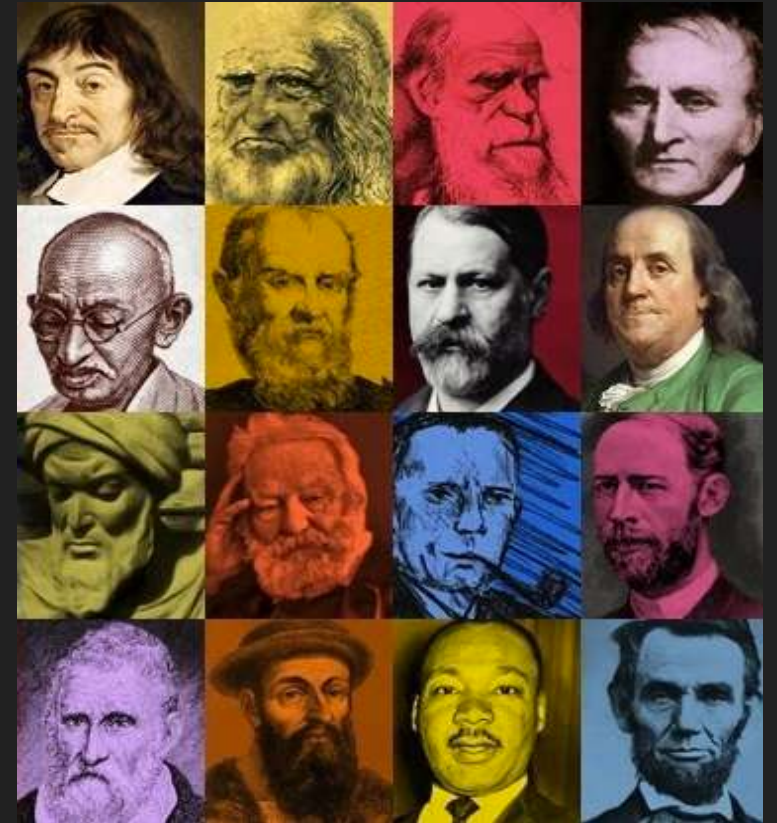
DRIVES EMPLOYEES  
DEPENDS ON AUTHORITY  
INSPIRES FEAR  
SAYS I  
PLACES BLAMES FOR FAULTS  
KNOWS HOW IT IS DONE  
USES PEOPLE  
TAKES CREDIT  
COMMANDS  
SAYS GO

## LEADER

COACHES EMPLOYEES  
DEPENDS ON GOOD WILL  
GENERATES ENTHUSIASM  
SAYS WE  
FIXES THE FAULTS  
SHOWS HOW IT IS DONE  
DEVELOPS PEOPLE  
GIVES CREDIT  
ASKS  
SAYS LETS GO

# THE MYTH ARE LEADERS BORN OR MADE?

Can I become a leader?



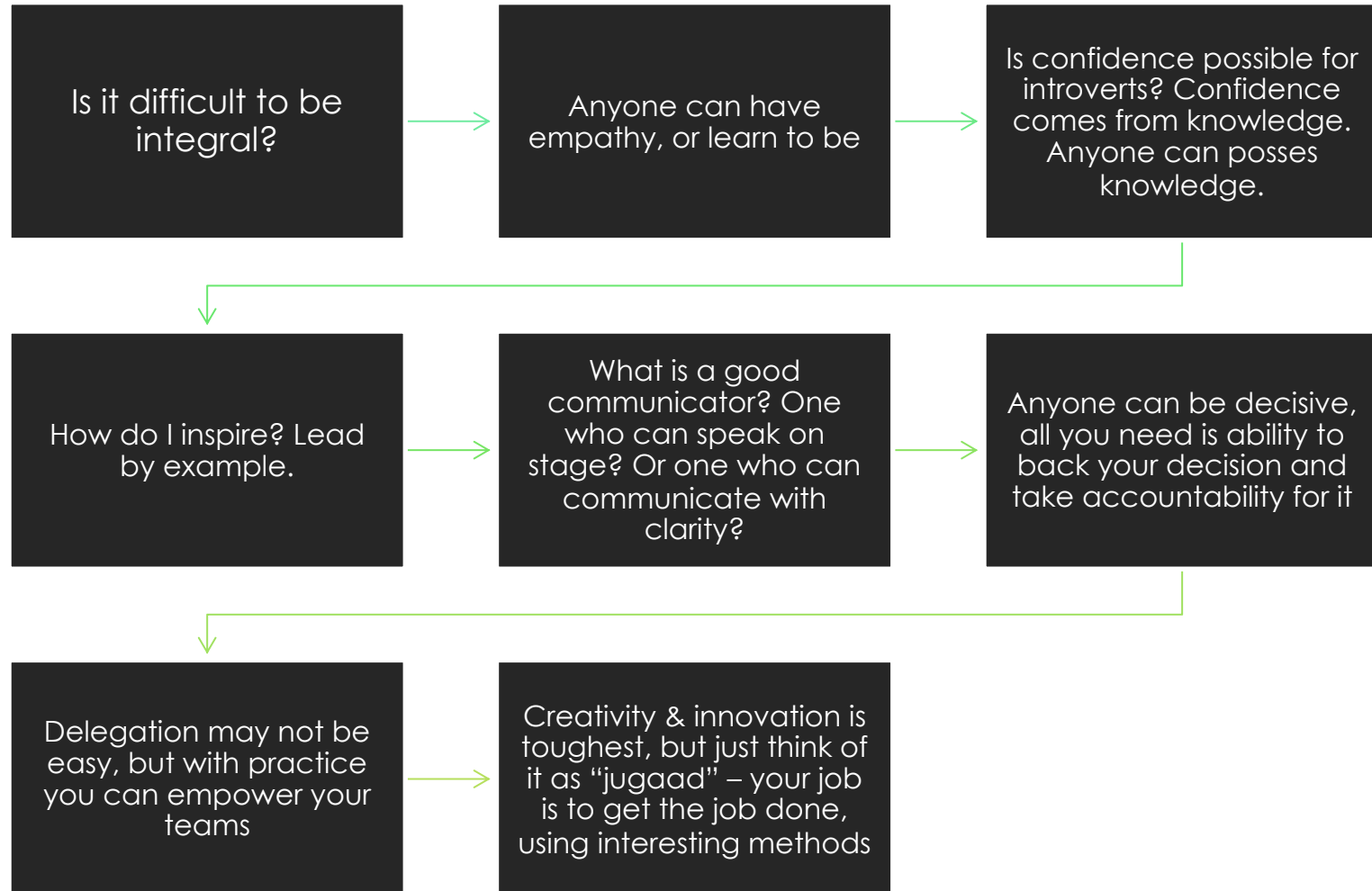
# THE REALITY



“Leaders are born to be made”

- Anonymous

# Implementation



# LEADERSHIP STYLES

There is no “one” personality type that makes a leader





# TYPE OF LEADERSHIP STYLES



1. Autocratic

2. Democratic

3. Coaching

4. Visionary /  
Charismatic

5. Servant

6. Laissez-faire or  
hands-off  
Leadership

7. Pacesetter  
Leadership

8.  
Transformational  
Leadership

9. Transactional  
Leadership

10. Bureaucratic  
Leadership

# 5 Leadership Styles – Brian Stacy



# 1. Autocratic Leadership



Also called the authoritarian style of leadership, this type of leader is someone who is focused almost entirely on results and efficiency. They often make decisions alone or with a small, trusted group and expect employees to do exactly what they're asked. It can be helpful to think of these types of leaders as military commanders.



This leadership style can be useful in organizations with strict guidelines or compliance-heavy industries. It can also be beneficial when used with employees who need a great deal of supervision—such as those with little to no experience. However, this leadership style can stifle creativity and make employees feel confined.

## 2. Democratic Leadership



The democratic leadership style (also called the participative style) is a combination of the autocratic and laissez-faire types of leaders. A democratic leader is someone who asks for input and considers feedback from their team before making a decision.



Because this type of leadership drives discussion and participation, it's an excellent style for organizations focused on creativity and innovation—such as the technology industry.

# 3. Coaching Leadership



A coaching leader is someone who can quickly recognize their team members' strengths, weaknesses and motivations to help each individual improve. This type of leader often assists team members in setting smart goals and then provides regular feedback with challenging projects to promote growth.



The coach leadership style is one of the most advantageous for employers as well as the employees they manage. Unfortunately, it's often also one of the most underutilized styles—largely because it can be more time-intensive than other types of leadership.

# 4. Visionary Leadership



Visionary, charismatic leaders have a powerful ability to drive progress and usher in periods of change by inspiring employees and earning trust for new ideas. They strive to foster confidence in teams.



This type of leadership is especially helpful for small, fast-growing organizations, or larger organizations experiencing transformations or corporate restructuring.

# 5. Servant Leadership



Servant leaders live by a people-first mindset and believe that when team members feel personally and professionally fulfilled, they're more effective and more likely to produce great work regularly. Because of their emphasis on employee satisfaction and collaboration, they tend to achieve higher levels of respect.



A servant leader is an excellent leadership style for organizations of any industry and size but is especially prevalent within nonprofits. These types of leaders are exceptionally skilled in building employee morale and helping people re-engage with their work.

# 6. Hands Off Leadership



This leadership style is the opposite of the autocratic leadership type, focusing mostly on delegating many tasks to team members and providing little to no supervision. Because a laissez-faire leader does not spend their time intensely managing employees, they often have more time to dedicate to other projects.



Managers may adopt this leadership style when all team members are highly experienced, well-trained and require little oversight. However, it can also cause a dip in productivity if employees are confused about their leader's expectations, or if some team members need consistent motivation and boundaries to work well.



# 7. Pacesetter Leadership



The pacesetter leadership style is one of the most effective for driving fast results. These leaders are primarily focused on performance. They often set high standards and hold their team members accountable for hitting their goals.

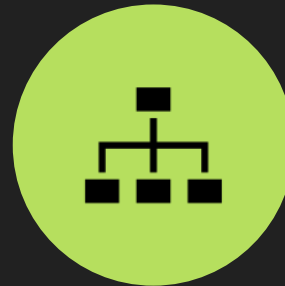


While the pacesetter leadership style is motivational and helpful in fast-paced environments where team members need to be energized, it's not always the best option for team members who need mentorship and feedback.

# 8. Transformational Leadership



The transformational leadership style is similar to the coach style in that it focuses on clear communication, goal-setting and employee motivation. However, instead of placing the energy into each employee's goals, transformational leaders drive organization objectives.



Because these types of leaders spend much of their time on the big picture, this style of leading is best for teams that can handle many delegated tasks without constant supervision.

# 9. Transactional leadership



A transactional leader is someone who is laser-focused on performance, similar to a pacesetter. Under this leadership style, the manager establishes predetermined incentives—usually in the form of monetary reward for success and disciplinary action for failure.



While this type of leader is great for organizations or teams tasked with hitting specific goals, such as sales and revenue, it's not the best leadership style for driving creativity.

# 10. Bureaucratic Leadership



Bureaucratic leaders are similar to autocratic leaders in that they expect their team members to follow the rules and procedures precisely as written.



Bureaucratic leadership style focuses on fixed duties within a hierarchy where each employee has a set list of responsibilities, and there is little need for collaboration and creativity. Most effective in highly regulated industries or departments, such as finance.

# Styles for Tea Garden Leaders



1. Autocratic

2. Democratic

3. Coaching

4. Visionary /  
Charismatic

Servant

6. Laissez-faire or  
hands-off  
Leadership

7. Pacesetter  
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Leadership

# WHAT MAKES A GOOD TEA LEADER

A few differences



# Bada Saab



Professionally sound



Must have deep respect for workers



Must win trust of corporate, of team, of workers



Must have unquestionable integrity with transparency



Must have balanced compassion & judgement



Must be fearless, measured when needed



Personality & presence good to have

# Personality is in your control



How you are dressed



How you eat



How you speak



How you conduct yourself



Executive Presence



# Tea Tiger?



INTEGRAL



FEARLESS



RESPECTFUL



USES MULTIPLE  
LEADERSHIP STYLES

**Thank You**

  
tea vision