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## **REVIEW ON LEADERSHIP STYLES S OF PRIME MINISTER NARENDRA MODI**

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# Review on Leadership Styles S of Prime Minister Narendra Modi

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**Abstract – Mr. Narendra Modi, the Prime Minister of India, has been in news for his movements abroad and creating an effect by his super encourages while addressing individuals of Indian origin. Numerous observers have endeavored to contrast his one year in office and that of Dr. Manmohan Singh who was the Prime Minister of India for 10 years. In 2014 India casted a ballot for Mr. Narendra Modi who offered a thoroughly contrasting style of leadership to the general population of India. This article makes an endeavor to analyze the leadership styles of Mr. Narendra Modi and Dr. Man Mohan Singh using distributed research on leadership styles.**

**Keywords: Leadership, Leadership Styles, Leadership Framework**

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## INTRODUCTION

Pioneers have supporters who have confidence in them and in their ability to accomplish wanted objectives. At the point when individuals find a sense of contentment, upbeat and fulfilled there is not really any exchange on the styles of political leadership. Then again, when the welfare of the general population is in question and the financial circumstance expects somebody to initiate change, the requirement for leadership is high (English, 1992). Pioneers are relied upon to have a dream of things to come and figure systems to bring about changes expected to accomplish that vision (Carlson, 1996). Trustworthy and skilled leadership is vital to the achievement of any association (Spinelli, 2006).

## VARIOUS LEADERSHIP STYLES IN THE LITERATURE

A few analysts have concentrated on pioneer adherent relationship. In this hypothesis scientists have taken a gander at their common commitments and their mental contract (Ilies et al., 2007). Some of the time adherent qualities and attributes influence pioneer supporter relationship (Shamir, 2007). Shamir (2007) recommended that such adherents are probably going to demonstrate blind devotion, submission, and yielding. This line of research recommends that leadership viability is similarly as a result of good adherents all things considered of good pioneers. This idea formed into a leadership style called 'worker leadership'. Such pioneers are benefit situated, value others' administration, and are great audience members and delegators (Russell and Stone, 2002).

Subjective leadership underscores on how the pioneers think and process information (Lord and Hall, 2005). The exploration on intellectual parts of leadership explains the manner in which pioneers and devotees think and process information (Lord and Hall, 2005; Mumford et al., 2007). Ruler and Hall (2005) built up a model that stressed pioneer's subjective characteristics or capacities while Mumford et al. (2007) focussed on interactions that happen between individuals. There are a scope of subjective characteristics in an individual and which property remain lethargic and which properties are initiated at a given time is pertinent for analysts in psychological leadership field.

Proficient pioneers can draw upon the experience, astuteness, understanding and information inherent in the association and its kin. Such pioneers have great critical thinking aptitudes (Northouse, 2012). Righteous pioneers give accentuation on every one of the established human ethics most fundamental to leadership e.g. charitableness, modesty, judiciousness, strength, restraint and equity (Havard, 2007).

Transformational pioneers can comprehend the fine and unpretentious information about the circumstance and capacities and feelings of individuals. According to Burns, transformational pioneers are the individuals who persuade their adherents to perform past desire by raising the devotees' certainty levels and by providing support for developing abnormal amounts of execution (Burns, 1978). An enterprising pioneer can recognize

openings and initiate activities to profit by such chances (McGrath and MacMillan, 2000).

Errand arranged pioneers want to concentrate on the main jobs in request to accomplish the objective. They center around well-ordered answer for the issues and issues within reach (Griffin and Ricky, 2010). Value-based leadership is loaded with energy about achieving group/hierarchical objectives. Value-based leadership centers around endeavors to enhance execution of individuals by remuneration or discipline system (Bass, 1985). There are different sorts of value-based leadership –, for example, alluring, inspirational and visionary leadership (Judge and Piccolo 2004; Lowe and Gardner, 2000). Situational pioneers center around the present setting of the circumstance and attempt to do what is expected to take care of business effectively. These pioneers can evaluate the development of the general population they are leading and the subtleties of the errand (Hersey and Blanchard, 1977).

Guide pioneers, according to Tony Dungy (2010), help other people learn, develop and turn out to be progressively viable in their employments. Mentoring fabricates limit of individuals and associations in implementing ventures and achieving accomplishment by creating structures and procedure to bring out best in individuals. Obligation arranged pioneers are worried about what individuals do, not with the outcomes or results of their activities. They have confidence in deontological (Kantian obligation based) morals.

An Intellectual pioneer is a thought facilitate that empowers the trading of thoughts for the survival and development of the association (Hampden-Turner and Trompenaars, 2000). Innovative leadership is the capacity to think and act past the limits while addressing basic issues (Puccio et al., 2011). Innovative pioneers bring new thinking and diverse activities to deal with their work. They think distinctively about their job and the difficulties they confront. Innovative pioneers can take care of profound established and troublesome issues.

The leadership inquire about has likewise investigated the idea of shared leadership in groups and in associations as progressive dimensions. This examination centers around the job of an individual leading the group. This group leadership is likewise portrayed as 'shared leadership', conveyed leadership' or 'aggregate leadership'. This group leadership style shifts dependent on the inputs, procedures, and results of the group (Day et al., 2004) and creates connection between colleagues (Carson et al., 2007). The examination here spreads dimensions of errand skill in the group, unpredictability of undertakings, and assignment interdependence as far as examining how groups work when using shared leadership. The common leadership produces examples of equal influence between group or gathering or association

individuals developing and reinforcing further connection between them (Carson et al., 2007).

Majority rule leadership: Democratic pioneers depend upon collective choice making, dynamic part involvement, legit acclaim and analysis, and a level of comradeship (Bass and Bass, 1974; Lewin and Lippitt, 1938; Lewin et al., 1939).

#### Helpful leadership:

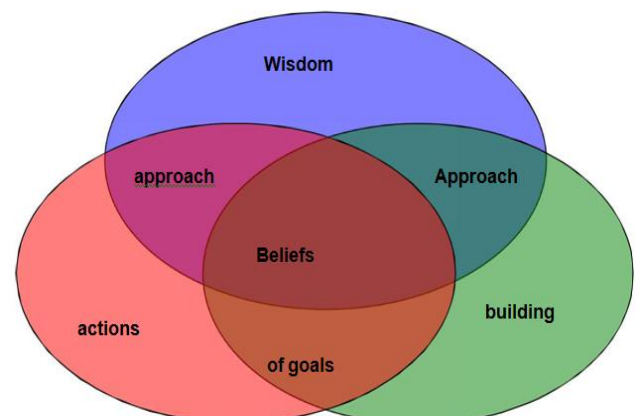
Distinct from the dictator and majority rule pioneer, an agreeable pioneer attempts to manufacture an accord and is a facilitator of a shared objective. A helpful pioneer trusts more in self-control as opposed to outer supervision. Such pioneers are willing to bargain on esteems and convictions when they see that nothing should be possible without a tradeoff and something should be finished. John Baldoni (2012) points to a decent procedure that will help you on the way to trade off: "Our sense of self frequently keeps us from seeing what others see — and, more terrible, keeps us from seeing the benefits of their case. Solid willed individuals regularly turn out to be so devoured by the intensity of their thoughts that it keeps them from examining and understanding another's point of view."

### DEVELOPING A NEW FRAMEWORK FOR COMPARISON OF LEADERSHIP STYLES

This article makes an endeavor to arrange distributed research on leadership styles into seven gatherings to think about the leadership styles of Mr. Narendra Modi and Dr. Man Mohan Singh. This framework is given in Figure 1.

#### Wisdom and experience:

The profound quality (positive vitality) influences us toward goodness, truth, immaculateness and information through discriminative intensity of intellect. Information is the collection of certainties. It engages us to settle on taught choices about reasonable inquiries. Insight is making utilization of learning with an illuminated point of view of the world. There are three sorts of leadership in this grouping – intuitive, framework and transformational.



### **Strategic actions:**

Execution of procedure is extremely urgent for progress. According to Davenport (2007) creating a splendid procedure is great however executing it effectively is imperative. It is essential for the pioneer to initiate vital activities so as to accomplish the goals. At the point when the leadership center is around achievement of goals, there is accentuation on vision, mission and key activities. Visionary leadership, vital leadership and administrative leadership styles are progressively dominant.

### **Capacity building:**

Each country require a talented, knowledgeable and skillful workforce, incredible workplace, straightforward frameworks and good institutional set up to proceed onward the way of advancement and make open doors for development. This must be accomplished through a streamline of limit building procedures of the individuals, institutional frameworks and forms, and a continuous survey of natural variables and arrangements. At the point when the leadership center is around limit building, there is accentuation on mentoring, joint effort and connections.

### **Intellectual approach:**

System plan is an intellectual procedure that contains two stages: finding and detailing. It is critical for the pioneer to have the capacity to consider new thoughts and bring about meaningful change. The procedure definition process delivers a reasonable arrangement of activity intends to achieve the goals. Leadership style here can be delegated investigative, imaginative or innovative.

### **Achievement of goals:**

Achievement of goals is subject to the utilization of assets and capacities. A pioneer through his/her leadership style accomplishes goals by focusing on undertakings, ventures or individuals involved. These styles are extremely individualistic and are difficult to duplicate by others. In light of the techniques for achievement of goals leadership styles can be portrayed as assignment situated, venture arranged or individuals situated.

### **Ethical approach:**

The word 'ethical activity' originates from 'hypothesis of Karma' from the old Indian content 'Mimamsa'. This hypothesis expresses that great activities create great natural product, detestable activities deliver fiendish organic products. Each individual appears to be important to be guided by Karma yoga which holds that "when obligation is performed in a soul of devotion it turns into the reason for liberation." Morality,

reasonable play, morals and equity are the premise of Karma yoga (Adhikary, 2007). In light of the ethical approach a pioneer can be result-situated, obligation arranged or upright.

### **Values and Beliefs:**

A culture is comprised of values and beliefs which are an integral piece of what one sees and retain (Davenport and Prusak, 2000). It includes a mutual view of the real world, regarding how things are and how things ought to be. Leadership of an association is in charge of the creation and the executives of its way of life. In light of the adaptability in values and beliefs, leadership style can be named as firm, just or compromising.

## **COMPARISON OF LEADERSHIP STYLES OF MR MODI AND DR SINGH**

This article utilizes the above framework to look at the leadership styles of Mr. Narendra Modi and Dr. Man Mohan Singh.

### **Wisdom and experience:**

Dr. Singh joined Indian common administration in 1971 as a financial guide in the business ministry and later ended up boss monetary counselor in the ministry of finance. He was the Governor of the Reserve bank of India and the Deputy Chairman of the planning commission. Despite the fact that he turned into a government official in 1991, he continues to depend on his wisdom and learning procured as a civil servant depending more on frameworks and processes. Dr. Singh is a framework pioneer because of his experience in administration. There are three center abilities that framework pioneers create in request to encourage aggregate leadership. The first is the capacity to see the bigger framework. The second capacity involves fostering reflection and progressively generative discussions. The third ability fixates on shifting the aggregate concentration from receptive critical thinking to co-creating the future (Senge et al, 2015)

Mr. Narendra Modi guarantees to be a transformational pioneer. The 'Swachh Bharat' (clean India) crusade propelled by the Prime Minister has made an impression on make the nation clean in body and soul. Seth (2008) remarks: "... And what was most amazing was the enthusiasm which Modi radiated. The enthusiasm for advancement... There is notwithstanding, no inquiry in my mind, that his blemishes separated Narendra Modi today, is really a transformational pioneer! Furthermore, we require a lot increasingly like him!" Even President of America Barack Obama called Mr. Modi 'India's Reformer in Chief' in his introduction of Mr. Modi for TIME



magazine's rundown of 100 most influential individuals.

### Initiating key activities:

Dr Singh was a visionary pioneer. He initiated bunches of activities in different fields – atomic bill, nourishment security bill and so on. It is critical for a pioneering pioneer to have a decent group which can actualize his/her thoughts viably. A pioneering pioneer can recognize openings and initiate activities to profit by such chances (McGrath and MacMillan, 2000). Tragically for him his group was not able execute these key initiatives. Indeed Mr. Modi is implementing these initiatives successfully. Mr. Narendra Modi is a key pioneer. This leadership style focuses on the aggressive nature and the capacity to out fox and outsmart the opposition. Key pioneers additionally can influence others to settle on everyday choices that lead to long haul development and survival. Hitt et al. (2005) define key leadership as the capacity to foresee, imagine, maintain adaptability and enable others to make key change as vital. Mr. Modi had the capacity to inspire the entire country into believing that under his leadership Achhe Din (great days) are not far-removed.

### Capacity building:

When we take a gander at the leadership style of Narendra Modi, he appears to be a 'community oriented' pioneer. He needs boss ministers of states to be an accomplice in country building. He is willing to give more cash in the hands of each state to actualize welfare plans dependent on their requirements. This has been clear in the assignment of about 10% more assets to states. He has annulled Planning Commission and built up NITI Ayoga where boss ministers would contribute in the arrangement making for the country. Dr Man Mohan Singh's style in limit building was that of a 'Guide/Coach'. Indeed, even the Japanese Prime Minister Shinzo Abe playing host to Dr Man Mohan Singh at his official living arrangement in Tokyo called him 'dear companion and guide' (Vijayn, 2013).

### Intellectual approach:

Narendra Modi appears to be an increasingly innovative pioneer. He has been using internet based life further bolstering his advantage and turns out with numerous innovative plans to remain in the national core interest. The technique to fabricate a 'statue of solidarity' is such an innovative thought. A pioneer, who is being condemned as a troublesome pioneer is creating an image of national solidarity in the territory of Gujarat (Business columnist, 2013). He has declared numerous innovative plans, for example, 'Jan Dhan Yojana', 'Pradhan Mantri Beema Suraksha Yojana' and 'Atal Pension Yojana'. He has made an exceptionally innovative utilization of radio by communicating with the country in his "Man Ki Bat". Dr Man Mohan Singh is a very much perceived financial

specialist and gave intellectual leadership to the legislature. He had a picture of an impressive intellectual, a political pioneer of integrity, somebody who is caring and mindful to ordinary citizens, and as a perceived technocrat (Makta, 2013).

### Achieving goals:

Mr. Narendra Modi seems, by all accounts, to be a venture arranged pioneer. There has been a plenty of ventures initiated by him with settled timetables. He has declared making of 100 brilliant urban communities, running of rapid trains and linking of streams. He has declared an extremely eager 'Make in India' battle to create work for youth in the manufacturing sector. Dr. Man Mohan Singh seemed, by all accounts, to be an undertaking focused pioneer. Assignment situated pioneers want to concentrate on the jobs needing to be done in request to accomplish the objective. They center around well-ordered answer for the issues and issues within reach (Griffin and Ricky, 2010). He got one assignment after another for enactment, e.g. the atomic bill, the sustenance security charge, the land procurement bill and moved to get them go regardless of running an alliance government.

### Ethical approach:

Dr. Singh has a place with the arrangement of ethical pioneer (Ahluwalia, 2014). His picture of an upright individual has empowered him to confront every one of the turbulences of his political life. He utilized his modesty and the quality of genuineness to confront every one of the tempests. It is a supernatural occurrence that regardless of so much awful exposure he retains the atmosphere of genuineness and integrity.

**Table 1: Comparing leadership styles of Mr. Narendra Modi and Dr Man Mohan Singh**

Leadership style of Dr Man Mohan Singh	Leadership style of Mr Narendra Modi
System Leader	Transformational Leader
Visionary Leader	Strategic Leader
Mentor/Coach	Collaborative Leader
Intellectual Leader	Innovative Leader
Task-oriented Leader	Project-oriented Leader
Virtuous Leader	Result-oriented Leader
Accommodating Leader	Authoritarian Leader

### CONCLUSION

The motivation behind this examination was to ponder individual contrasts in leadership styles. This article builds up a framework to wide base the leadership styles of individuals. Pioneers uncover diverse leadership styles while dealing with issues that stand

up to them. Leadership style of an individual is a one of a kind combination of different leadership styles. In this article seven parameters were recognized which combine pretty much every territory of leadership activities. In the process this examination has additionally exhibited different leadership styles announced by specialists in this field. This framework was then used to think about the valid leadership styles of Narendra Modi and Dr Man Mohan Singh. Comparative framework was produced by Modh (2014) to examine the procedure of compromise. This framework depended on Satwic, Rajasic and Tamasic guna idea given in the Gita. The attributes of these three gunas have been explained in detail in the Gita and several exploration papers have been distributed regarding the matter (Kejriwal and Venkat, 2004; Narayanan and Krishnan, 2003; Parvinder and Sinha, 1992). The information of this leadership guide would likewise help in mindfulness of one's leadership capacity. In the authoritative condition, familiarity with a pioneer's valid leadership style is basic to its prosperity, in any event the individuals who are in key execution and basic leadership positions.

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