

THE ART OF SELF- LEADERSHIP – A ROAD TO EMPLOYEE EXCELLENCE

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ABSTRACT

Introduction - Leadership has been a major topic of discussion from the ancient times. But it was not until the recent times that researchers thought about, Self Leadership. With the advent of the new business and economic conditions, with its implications for increased efficiencies, intensified competition and optimum employee output has made Self Leadership increasingly important and thus new ways of nurturing and developing self leaders are sought after.

Objective - This paper focuses on the behavioural and cognitive aspects of self regulation emphasizing two primary elements, self-realization and self development. The major thrust of this paper is that employees can influence or lead themselves by deliberate utilization of specific technique that focuses on individual self learning and self development. It explores the avenues of self empowerment and proposes few techniques on how an individual can develop self-leadership skills that can be instrumental in escalating self and organizational excellence.

Finding – It is proposed that through effective practice and application of the suggested steps, the art of self leadership can be mastered by every individual employee who can lead to enhanced individual and organizational performance

Conclusion - Finally it is argued that everything lies within an individual; if you think you can, you can; if you think you can't, you really can't.

Research Approach/Design – An array of published works in Self - Leadership and related area has been analyzed and arranged contextually so as to present a collective “story” about Self-leadership and its importance in employee empowerment. Based on the analysis the techniques of developing self-leadership skills have been proposed.

KEYWORDS: - Leadership, Self-Leadership, Self Efficacy, Self Development.