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INDIAN AND ASEAN COUNTRIES"

- *AN ABSTRACT*

Indira J Parikh

President, FLAME

All countries have a unique concept and meaning of leadership. The role of leadership is influenced by the cultural heritage and the baggage of societal structures and role models. These influence the individuals in the role as leaders and heads of organizations. The role of a leader, a CEO, a head of an organization and or an entrepreneur has acquired immense criticality in the survival, and sustainability of an organization as well as acquiring a competitive edge vis a vis the other organisations. The leaders role, his business acumen, his interface with the external business environment and the organization's internal dynamics of people is that cutting edge which will make the organization grow and excel or remain in the mode of routine performance and just about survive and maintain itself. This is more so in the current context of globalisation where individuals who excel head organizations across the globe.

This paper proposes to state some new paradigms of organizational as well as leaders of nations which will facilitate the individual leaders as well as collective leadership of senior managers to respond to the flux and dramatic shifts occurring both in the internal and external dynamics of the nations as well as the organizations.

The role of leadership, the language of leadership and the strategic vision of leadership has changed. The paper presents a framework to examine the shifts in the role of leadership in the last five decades. It also explores and identifies the new challenges of today and tomorrow. The challenges for leaders of tomorrow are:-

1.   Diversity – Race, Religion, Colour and Gender.
2.   Past history and baggage of organizations
3.   Processes of cooperation and collaboration-
4.   Fragmentation and convergence of diverse employees in the organization
5.   Sectors of shared-directions opportunities and challenges
6.   Role of leadership in shaping the destiny of the organization.
7.   Pride of social cultural identity- preparing the next generation to take leadership roles for today and tomorrow.

The role of leadership is to integrate and harmonise the diversity of the organization, interface with the employees and respond to newer opportunities and challenges of growth. Most important the role of leader is to create equilibrium with the continuities and discontinuities of the society, life styles and family and work.