

Atharva Institute of Management Studies

Activity / Event report

Name of event	: Leadership Talks Episode 8
Date(s) of conduction	: 23 October 2021
Class / Sem	: MMS/PGDM Batch 2020-2022
No. of students participated	: 53
Faculty coordinator	: Prof. Kinjal Sethia
Student coordinator/ committee	: Sneha Kamalpuria, Shivang Sharma
Resource person	: Mr. Bijoy T. Idicheriah
Organization	:
Designation	:
Contact no.	:
Email ID	:

DESCRIPTION

Objectives:

- *To understand the concept of emotional leadership and what it entails.*

Key Takeaways:

- As leadership is all about influencing people to achieve a common goal, an "emotional" approach can be a very important step in the process.
- Emotional leadership is a process that leaders use to influence their followers toward a common goal.
- There is a difference between emotional leadership and emotional intelligence.
- Emotional intelligence is the ability, capacity, or skill to perceive, assess, and manage the emotions of oneself, of others, and of groups.
- Charismatic leaders can transmit their emotions and thereby influence followers through the mechanism of "emotional contagion".
- A charismatic leader can inspire feelings of confidence in a group's ability to achieve challenging goals.
- Groups with leaders in a positive mood have more positive feelings toward each other than groups with leaders who convey the opposite.
- Public expressions of mood affect how group members think and act in relation to other group members.
- For example, demonstrating positive emotions such as happiness or satisfaction can signal that leaders acknowledge solid progress toward goals.
- Leaders in a positive mood can affect their group in a positive way and vice versa.
- Group processes like coordination, effort expenditure, and task strategy also affect followers.
- Public expressions of mood influence how group members think and act relative to other group members.
- Strong emotional leadership depends on having high levels of emotional intelligence (EI).
- EI is the ability to identify, assess, and control the emotions of oneself, of others, and of groups.

- Emotions represent the “heart” in the Head + Hands + Heart equation of leadership. It’s where leaders demonstrate that they care about and can connect with others.
- Leaders who engage the capabilities (hands) and intellect (heads) of their team but fail to engage their minds and emotions (hearts) will find that there's a missing link to maximizing performance.
- There are six Emotional Leadership Styles:
 - The Authoritative (Visionary) Leader
 - The Coaching Leader
 - The Affiliative Leader
 - The Democratic Leader
 - The Pacesetter Leader
 - The Coercive (Commanding) Leader
- Choosing the Right Style for the Situation
- People using the Authoritative leadership style are inspiring, and they move people toward a common goal. Authoritative leaders tell their teams where they're all going, but not how they're going to get there – they leave it up to team members to find their way to the common goal.
- The Coaching leadership style connects people's personal goals with the organization's goals. A leader using this style is empathic and encouraging, and focuses on developing others for future success. This style centres on having in-depth conversations with employees that may have little to do with current work, instead focusing on long-term life goals and how these connect with the organization's mission.
- The Affiliative leadership style promotes harmony within the team. This style connects people together, encouraging inclusion and resolving conflict. To use this style, you must value the emotions of others, and put a high value on their emotional needs.
- The Democratic leadership style focuses on collaboration. Leaders using this leadership style actively seek input from their teams, and they rely more on listening than directing.
- The Pacesetter leadership style focuses on performance and meeting goals. Leaders using this leadership style expect excellence from their teams, and often the leader will jump in him or herself to make sure that goals are met. The Pacesetter style doesn't coddle poor performers – everyone is held to a high standard. While this can be a successful style, it can have a negative effect on the team, leading to burnout, exhaustion and high staff turnover.

- Coercive leaders use an autocratic approach to leadership. This style often depends on orders, the (often unspoken) threat of punishment, and tight control. As this leadership style is so often misused, it can have a profoundly negative effect on a team.
- While technical skills may help you quickly climb into a management position, your soft skills are what will help you successfully lead teams and foster positive workplace relationships.
- Emotional intelligence, in particular, is a key leadership skill that will help you effectively coach team members, solve problems, and collaborate with colleagues.
- A leader lacking in emotional intelligence is not able to effectively gauge the needs, wants and expectations of those they lead.
- Leaders who react from their emotions without filtering them can create mistrust amongst their staff and can seriously jeopardize their working relationships.
- Without self-reflection we cannot truly understand who we are, why we make certain decisions, what we are good at, and where we fall short.
- In order to reach your maximum potential, you must be confident in who you are, understanding the good with the bad.
- Those that have a strong understanding of who they are and what they want to work on, can improve themselves on a regular basis.
- Self-regulation involves controlling or redirecting our disruptive emotions and adapting to change circumstances in order to keep the team moving in a positive direction.
- When you take on a leadership role you can no longer afford to panic when things get stressful. When you stay calm and positive you can think and communicate more clearly with your team.
- The more we can relate to others, the better we will become at understanding what motivates or upsets them.
- You must have the ability to communicate effectively and properly manage relationships in order to move a team of people in a desired direction.
- Failing to communicate effectively in a workplace leads to frustration, bitterness, and confusion among employees. Effective communication can eliminate obstacles and encourage stronger workplace relationships.
- When employees know their role within a company and understand how they benefit the overall direction and vision, there is a sense of value and accomplishment.
- QUESTIONS AND ANSWERS.

- Few words from Dr. R.G. Ratnawat, Director, AIMS.
- Conclusion with a vote of thanks.

FLYER OF THE EVENT



**ATHARVA INSTITUTE OF
MANAGEMENT STUDIES**
(Affiliated to Mumbai University)



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LEADERSHIP TALKS

EPISODE NO. 8

**T. BIJOY
IDICHERIAH**

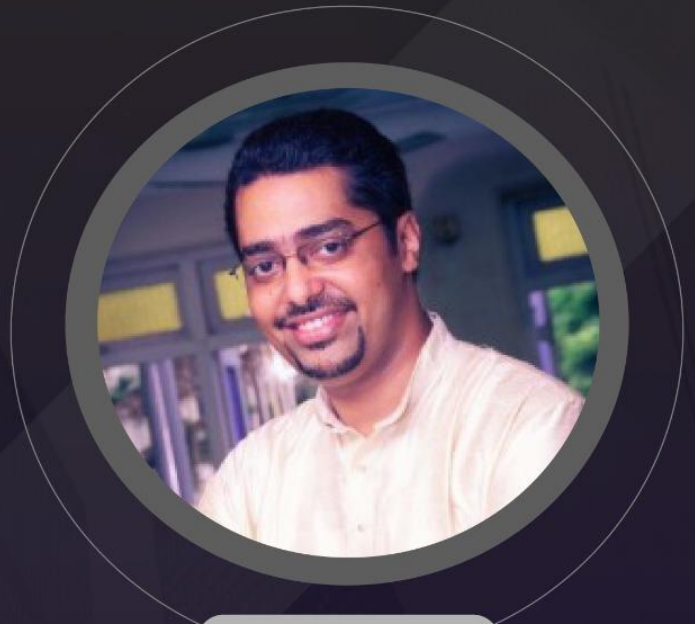
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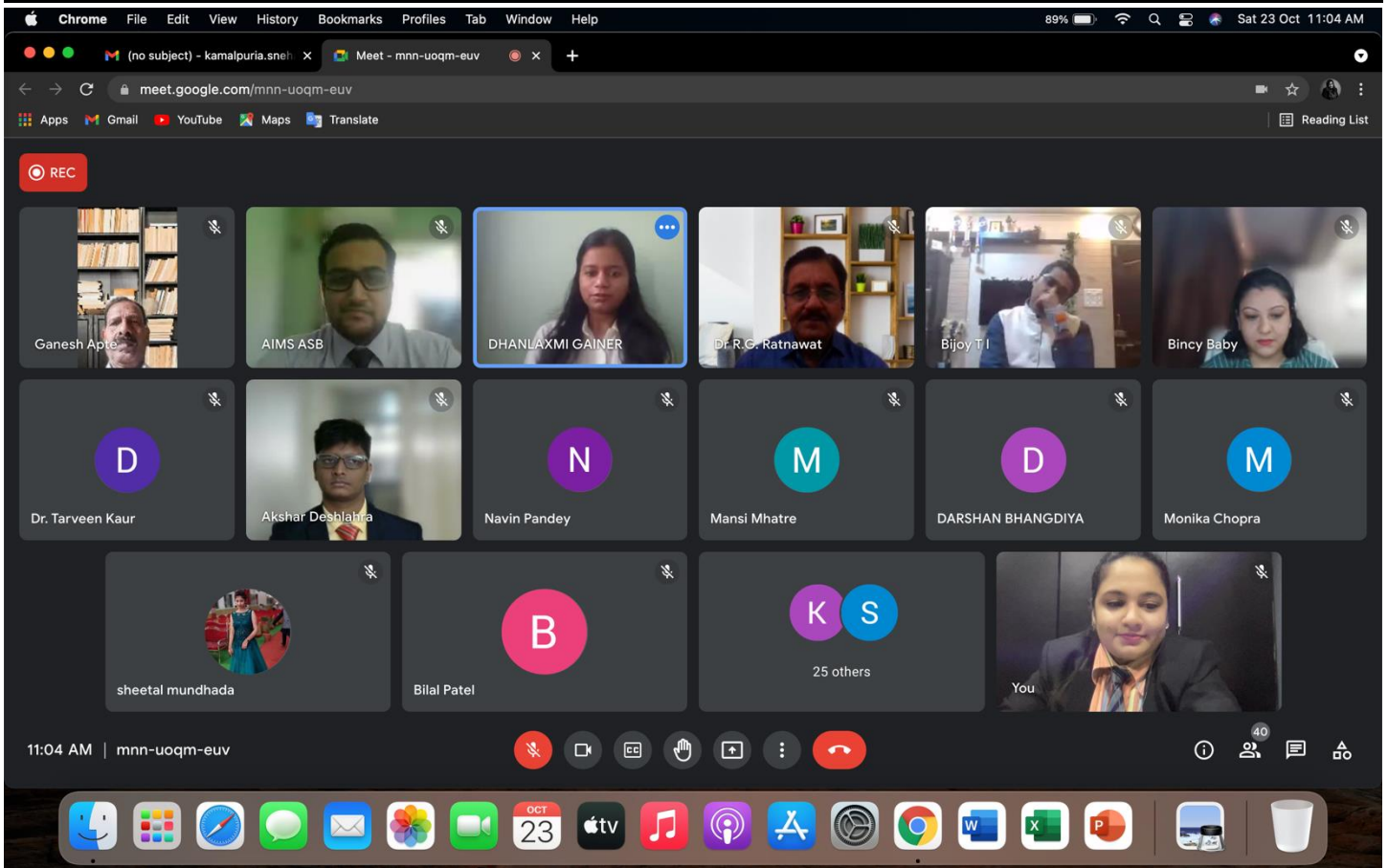
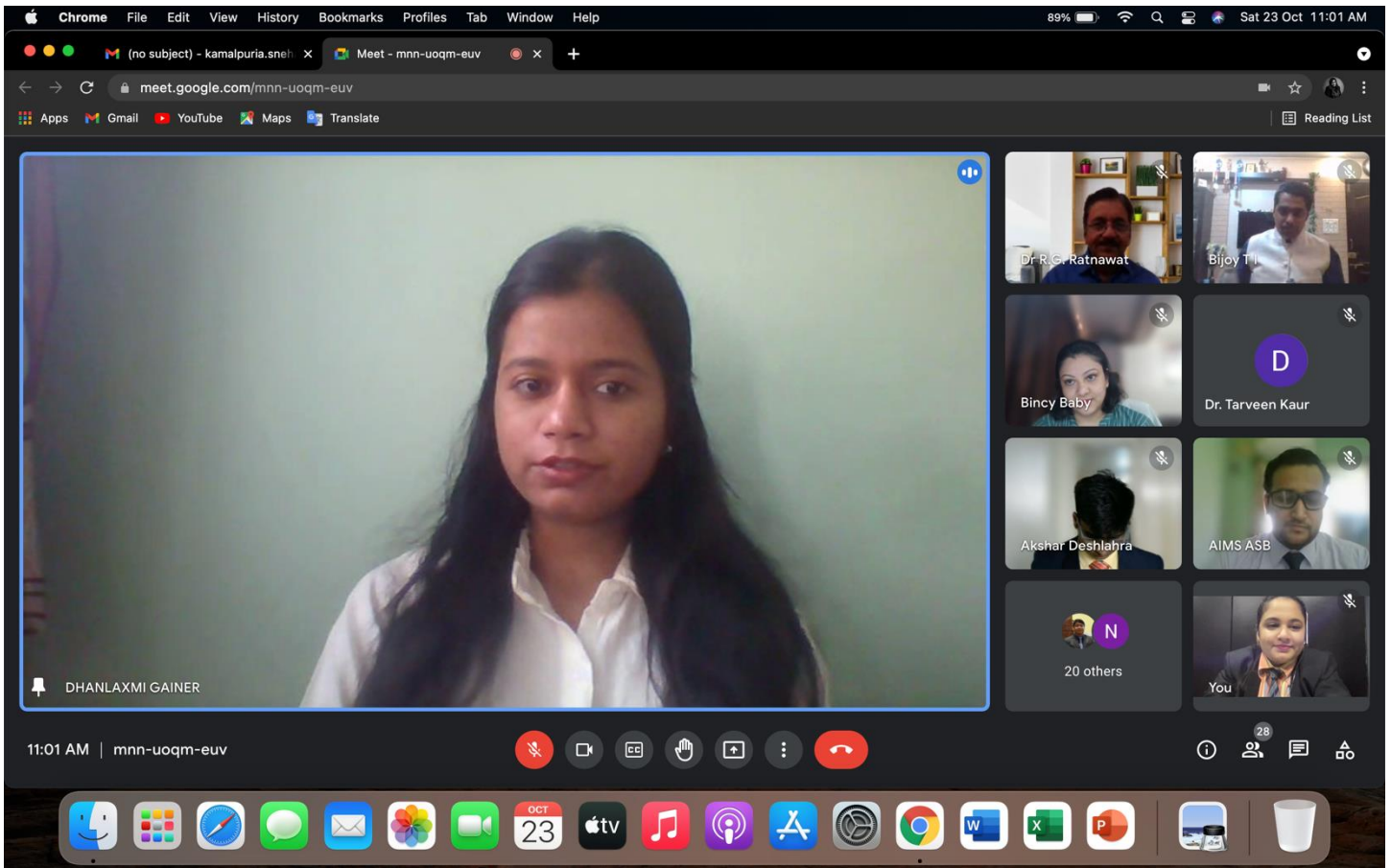
TOPIC

Emotional Leadership

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Flyer Designed by: Piyush Chaudhary (MMS)

GLIMPSES



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DHANLAXMI G... AIMS ASB Dr.R.G. Ratnawat

Bincy Baby Dr. Tarveen Kaur Akshar Deshlahra

Ganesh Apte Navin Pandey Mansi Mhatre

DARSHAN BHAN... 29 others You



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EVENT REPORT PREPARED BY: SNEHA KAMALPURIA, STUDENT, MMS DIVISION B.

Verified by: Dr. Shubhi Lall Agarwal, Director, IQAC, AIMS.

Submitted to: Dr. R.G. Ratnawat, Director, Atharva Institute of Management Studies.

This video was recorded on the Email ID researchconference@atharvacoe.ac.in

Live session was initiated by Shivang Sharma.

Hosting was done by Dhanlaxmi Gainer and Mansi Mhatre.

This event was conducted under the guidance of Finance department, AIMS.