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# Leadership Styles, Qualities, and Characteristics of the World Great Leaders with Constitutional and Judicial Flavors

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## ABSTRACT

*The Constitution of a Country may be Unitary or Federal. Unitary Constitution gives all the powers to Central Government. It is more or less like Autocratic style leadership. Federal means partnership or alliance. In Federal Constitution the powers are distributed between central and state. It is more or less like democratic leadership style. A leader is one who heads a country or an organisation or a department. Leadership is his ability or capability to transfer his vision into a reality. The leadership style is the manner and approach of giving instruction, counseling, direction, implementing plans, and motivating people to achieve the goal of the country or goal of the organization. This paper presents the different types of leadership styles and the qualities, and characteristics of the world great leaders with examples from Constitutions and Judicial.*

**Keywords:** Leadership style, Unitary, Federal, Juvenile, Unity in Diversity.

## I. INTRODUCTION

Leadership is a process where a person exerts social influence over others and approach by giving instruction, counseling, direction, implementing plans, and motivating people to achieve the goal of the country for political leadership or the goal of an enterprises for organizational leadership <sup>(1)</sup>. The leaders possess different characteristics such as skills, approach towards effective performance, Ability to communicate, presence of mind, confidence, commitment and therefore each leader has their own leadership style. A simple definition is that leadership is the art of motivating a group of people to act toward achieving a common goal.

## II. ORGANIZATION LEADERSHIP:

The leader is considered to be the main inspiration for the country or the organization. The question is which leadership style needs to be developed for the organization and which

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tools are to be used to bring positive outcomes for the organization? Leadership can be defined as the ability of an individual to influence, motivate, and enable others to contribute towards the effectiveness and success of a country/organization or group of which they are members. “**A leader is one who knows the way, goes the way, and shows the way**” is the John C Maxwell definition for Leadership <sup>(2)</sup>.

The 34th President of the United States, Dwight. D. Eisenhower said that honesty and integrity are two important ingredients that make a good leader <sup>(3)</sup>. The difference between a social leader and total quality management leader was the social leader leads, and the boss drives. Also in other words, the leaders are the people who do right things. Managers are the people who do the things right.

### **III. LEADERSHIP QUALITIES OF THE GREAT LEADERS <sup>(4-5)</sup>:**

Some of the important leadership qualities of good leaders are honesty. Ability to communicate, presence of mind, confidence, commitment, positive attitude, creativity, inspire, empathy, enthusiastic, focus and drive, etc. Then the question arises: Who is considered to be the most popular leader in the world according to the survey? Many people are thinking that those who won the war and those who show their braveness and courage in the battlefield are the great leaders. But, many surveys reveal that the ranking number is based on the leaders those who fought for the slavery or fought for the civil rights or those who fought for the democracy are considered to be the greatest leader.

#### **THE RANKING OF THE GREAT LEADERS ARE AS FOLLOWS:**

- Mahatma Gandhi.
- Nelson Mandela.
- Martin Luther King.
- Abraham Lincoln
- Mao Zedong etc.

After these only emperors are ranking.

According to the survey Mahatma Gandhi is ranked as 1 who has fought against tyrant rule of British by Satyagraha. Mahatma Gandhi achieved the India's independence through a form of **non-violent, civil disobedience** that would inspire millions around the world, including many of the people on this list.

### **IV. BASIC LEADERSHIP STYLES CAN BE DEFINED AS FOLLOWS <sup>(6,7)</sup>:**

There are many different leadership styles and which one is the best leadership style are all

depend on the situation. On the basis of authority and responsibility the leadership styles are classified into eight categories and they are as follows

- (A) *Autocratic Leadership*
- (B) *Democratic Leadership*
- (C) *Laissez-Faire Leadership*
- (D) *Bureaucratic Leadership*
- (E) *Transformational Leadership*
- (F) *Transactional Leadership*
- (G) *Strategic Leadership*
- (H) *Multicultural leadership.*

## V. CONSTITUTION OF A COUNTRY:

A Constitution of a Country may be Unitary or Federal <sup>(8, 9)</sup>. Unitary Constitution gives all the powers to Central Government. It is more or less like Autocratic style leadership. E.g. British Constitution. In Federal Constitution the powers are distributed between central and state. It is more or less like democratic leadership style. E.g. American constitution. The **Constitution of India** is known as quasi-federal which means the Constitution of India is neither purely federal nor purely unitary but it is a combination of both. According to Prof. Wheare, the Constitution of India is almost quasi-federal.

### (A) AUTOCRATIC LEADERSHIP STYLE:

A Constitution of a Country may be Unitary or Federa <sup>(8, 9)</sup>. Unitary Constitution gives all the powers to Central Government. It is more or less like Autocratic style leadership. It is also called directing style of leadership. **An autocratic leader is someone who can be like a dictator and they usually instill fear and control in over all decisions**, taking little to no input from other groups or individuals. They make resolutions out of their judgments, ideas, and beliefs.

German, Adolf Hitler is recognized worldwide for his leadership in the National Socialist German Workers' Party (Nazi) during the early period of 1945s <sup>(10)</sup>. His leadership style was a autocratic leadership. He never trusted his generals and he used to get some feedback from Goyapuls and he felt no need of having two-way communication. He wanted to have complete legitimate power in everything. Since Hitler was reluctant to take advice from anyone and made all decisions on his own, his followers did not like this attitude and started

developing ill-feelings towards him. The autocratic leaders have faced a strong resistance from their followers and even received less support from the people in accomplishing their goals and ideal objectives. Some of the familiar names like Adolf Hitler, are Queen Elizabeth I, and Napoleon Bonaparte, Julius Caesar are said to be one of those people from the world's history who demonstrated autocratic leadership.

### **1. CHARACTERISTICS OF AN AUTOCRATIC LEADERSHIP:**

- *An autocratic leader enforced his/her ideas or judgment, tells his subordinates what to do all the time. Sometimes result in micromanagement.*
- *Decision is unilateral decisions.*
- *No one asks any questions, even from his supporters.*
- *He rarely asked of little inputs.*
- *Leader has more knowledge of the situation.*

### **2. ADVANTAGES OF AUTOCRATIC LEADERSHIP:**

- *It is useful for a small group that lacks leadership.*
- *It is effective in a crisis.*
- *Allows fast decision to be made.*
- *It improves productivity.*
- *It improves communication.*
- *It reduces the risk of employee stress.*
- *Counters team inexperience.*

### **3. DISADVANTAGES OF AUTOCRATIC LEADERSHIP:**

- *Often leads to micromanagement.*
- *Creating a culture based on the leader.*
- *No direct supervision.*
- *It hinders creativity, co-operation and co-ordination.*

The autocratic leadership is more or less equal to a **unitary state**. Autocratic is basically a system of government where a single person owns absolute and supreme power. The central government is ultimately supreme and any administrative divisions or any administrative sub-divisions exercise only powers from the central government chooses to delegate. In

unitary state, the administrative divisions or any administrative sub-divisions can be created and abolished, and their powers may be broadened and narrowed, by the central government. The majority of the countries in the world have a unitary system of government. The United Kingdom of Great Britain is an example of a unitary state. Other examples for unitary states are the Republic of Ireland, Norway <sup>(11, 12)</sup>.

#### **(B) DEMOCRATIC LEADERSHIP STYLE:**

It is also known as participative leadership style and also called peoples leadership style. The quotes which was given by Abraham Lincoln for **Democracy statement** <sup>(13, 14)</sup>, " **The government of, by and for the people**" and another quote was "The ballot is stronger than the bullet". The leader Abraham Lincoln also set the example of the democracy in the world. Americans have been given the full liberty of expressing their feelings and fighting for their rights. This leadership style involves the considerable amount of participation of the members of the parliament/employees in the decision-making process and state's/organization's management is known as participative or democratic management. The suggestions and opinions of the subordinates are given importance. Indeed they are frequently consulted, on different matters. The leaders consider the opinion of the group and work accordingly. Moreover, the members/employees are informed about every matter which results the people or employees. The world famous leaders who exhibit democracy are Nehru, Indira Gandhi, Narendra Modi, U.S. President, George Washington, and Abraham Lincoln.

#### **1. HERE ARE THE CHARACTERISTICS OF DEMOCRATIC LEADERSHIP:**

- *The ideas are free-flowing.*
- *The responsibility is shared among the subordinates.*
- *The leader seeks advice, suggestion from the group and the leader makes a final decision.*
- *Democratic leader assigns work to the employees by providing guidance and maintains mutual respect within the workplace.*
- *Democratic leader invites open conversations, suggestions, and even objective criticisms from the subordinates.*
- *Democratic leaders can often be seen in a democratic country, non-profit organizations, and innovative companies.*

#### **2. ADVANTAGES OF DEMOCRATIC LEADERSHIP:**

- *Anyone can practice this type of leadership.*
- *Complex matters can be solved quickly.*
- *The team's knowledge, participation, and productivity can be improved.*
- *Self-esteem is high.*
- *Democratic leadership enhances the quality of work.*
- *It creates awareness and accountability.*

### **3. DISADVANTAGES OF DEMOCRATIC LEADERSHIP:**

- *If misapplied, it may cause disharmony among subordinates.*
- *Democratic leadership gives too much liberty to the group that sometimes it is hard to draw a line between the leader and subordinates.*
- *It doesn't always provide a positive outcome, especially when leaders let the majority of the population decide on his/her behalf.*
- *At some point, democratic leadership is good but not in every situation.*
- *It consumes a lot of time if the subordinates are more.*
- *For immediate response, it is a bad choice.*

### **4. INDIA IS A DEMOCRATIC REPUBLIC LEADER:**

India is a democratic country because the elections are held after a period of five years and the government is formed by the people for the people and of the people. The citizens of India are provided with a choice for choosing their representative. In other words, in India many political parties participate in elections. Also, the people enjoy freedom of speech and expression. In India all the citizens of India are treated equally.



**Photo.1:** Narendra Modi, Prime Minister of India - Democratic Leader. **Courtesy:** The print.in

In conclusion, the democracy in India is something very precious and it is a gift of the patriotic national leaders like Mahatma Gandhi and others. The citizens of this country must realize and appreciate the great value of democracy. The democracy in India is certainly unique in the world. At present the world's Democratic leader (**Photo.1**) is Narendra Modi <sup>(15)</sup>. Prime Minister Modi said that his government has had successfully empowered the poor, farmers, women, and youth to shrink the rural-urban gap.

### **(C) LAISSEZ-FAIRE LEADERSHIP STYLE:**

**Laissez-faire**, a French term that translates as "leave us alone" and **Laissez-faire leadership** is called free-rein leadership <sup>(16)</sup>. It allows subordinates maximum autonomy in the decision making. Laissez faire leadership does not have any control to the subordinates. Laissez-faire leadership gives complete freedom to them. The examples for laissez-faire leaders are Steve Jobs and Warren Buffet. Laissez-faire leaders provide the vision and trust in the people's capabilities to accomplish the goal of the enterprises in the right way.

#### **1. HERE ARE THE CHARACTERISTICS OF LAISSEZ-FAIRE LEADERSHIP:**

- *Very little guidance from leaders*
- *Complete freedom for followers to make decisions*
- *Leaders provide the tools and resources needed*
- *Group members are expected to solve problems by themselves.*
- *Power is handed over to the subordinates / employees.*
- *The laissez-faire leaders take responsibility for the groups decisions and actions.*

#### **2. ADVANTAGES OF LAISSEZ-FAIRE LEADERSHIP:**

- *It creates creativity to the employees.*
- *Gives vision to the employee.*
- *No interference of Laissez-faire leaders.*
- *The subordinates letting things take their own course.*
- *It creates an environment of independence.*

#### **3. DISADVANTAGES OF LAISSEZ-FAIRE LEADERSHIP:**

- *The role of the leader on the team is almost zero.*
- *It reduces the cohesiveness of the group*
- *It allows leaders to avoid leadership.*
- *It creates opportunities for employee litigation.*

- *It creates silos.*

Steve Jobs and Warren Buffet were well-known business leaders throughout history who have exhibited characteristics of a laissez-faire leadership style. The former U.S. President Herbert Hoover used laissez-faire approach for governing. He allowed more experienced advisors to take on tasks where he lacked knowledge and expertise.

#### **(D) BUREAUCRATIC LEADERSHIP STYLE:**

All bureaucratic leaders do everything according to what is predefined in a book. Bureaucratic leadership style is leadership based upon fixed official duties under a hierarchy of authority. This style of leadership is also very efficient when used in companies and also for judgment in the crucial issues. It does not require much innovations or creativity from the employees/subordinates. Bureaucracy is a system of administration based on the already written. This system is defined by four specific features.

- *It has a clear hierarchy that defines who has authority and how much.*
- *It creates a rigid division for the labor that must be complete.*
- *It has policies and procedures (or rules and laws) that are inflexible and provides consequences to those who do not follow the procedures or laws.*
- *It is based on impersonal relationships.*

#### **1. ADVANTAGES OF BUREAUCRATIC LEADERSHIP:**

- *It removes favoritism from the equation.*
- *It centralizes duties and roles within a team.*
- *It promotes higher levels of creativity.*
- *It creates a stronger level of job security.*
- *It is a predictable form of leadership.*
- *It always seeks to create best practices.*

#### **2. DISADVANTAGES OF BUREAUCRATIC LEADERSHIP:**

- *It has a structure which has limited forward movement.*
- *It can be a challenge to increase productivity.*
- *It is a leadership style which bases decisions on cost structures.*
- *It does not offer freedom for creativity.*

- *It can be difficult for bureaucratic leaders to adapt to change.*

### **3. A CASE STUDY FOR BUREAUCRATIC LEADERSHIP STYLES FROM NIRBHAYA CASE:**

On 16 December 2012 night, in Delhi a 23-year-old female physiotherapy student Nirbhaya was beaten, brutally gang-raped, and tortured in a private bus by six persons in which she was travelling with her male friend <sup>(17-19)</sup>. She is left in a critical condition. Nirbhaya died in a Singapore hospital on December 29<sup>th</sup> 2012, after suffering serious injuries. All the six accused were arrested by the police and charged with sexual assault and murder. Ram Singh, one of the accused, committed suicide in police custody on 11<sup>th</sup> March 2013. Finally, the Supreme Court of India gave a verdict on May 5, 2017, upheld the death penalty for all the four convicts stating that "The Nirbhaya rape-cum-murder case is the rarest case and we are compelled to give extreme punishment to ensure justice." All four were hanged on March 19, 2019 except a teenager.

The teenager was Mohammad Afroz, a juvenile belonged to a village some 240 km away from New Delhi. He was 17 at the time of the attack and there were reports that the juvenile was '**one of the most brutal**' among all the accused as he attacked her with an iron rod and raped her twice. The youngest attacker was sentenced to three years in a juvenile correctional facility and released from the special juvenile correctional facility. As per our existing Juvenile Justice Law, a person of age less than 18 years is a juvenile and whatever crime he commits, even a rape and murder, charges against him are not taken up and heard in a court. Only a juvenile board will decide and the maximum punishment for his crime is not any jail, but a three years confinement in a juvenile rehabilitation centre. He was released by the court as there is no provision in the judiciary to give death punishment for Juvenile. The juvenile was released as per existing laws. There was no provision to give punishment as per our Juvenile law and the judiciary has to follow that.

Law cannot be overridden just for this case, as per honorable supreme court and Supreme court Judges used to follow the judiciary in a Bureaucratic Leadership style. It really disheartens that the juvenile, **Mohammad Afroz** who was the main criminal and offender to Nirbhaya <sup>(20)</sup>. He attacked her with heinous blows and injuries over that poor young lady caused her dreadful death, is being extended benefit of he being just a juvenile.

### **4. ANOTHER EXAMPLE FOR BUREAUCRATIC LEADERSHIP STYLES:**

Winston Churchill is a very decisive leader and also exhibited **Bureaucratic Leadership** that is highly detail-oriented and meticulous, which are traits possessed by bureaucrats. He was once a British Prime Minister and credited with leading Britain to victory during the

Second World War. He created the plan which helped Britain to conquer the enemies during the war. As a leader, he had great charisma and had a structured system to ensure that individuals carry out their tasks as planned. He always wanted to know what was going on in all aspect of government and military efforts on the battlefield, especially during the war. Winston Churchill, who successfully led Great Britain through two world wars, was an exceptionally witty man. Once, a society lady insulted Winston Churchill saying if he were her husband she would poison him. He coolly quipped that if she were his wife he would drink it. Exchanging insults may not be the best form of entertainment but this one gets its place in this “clever lines” list because of his presence of mind and the habits of reading books.

#### **(E) TRANSFORMATIONAL LEADERSHIP STYLE:**

A Transformational leader focuses on subordinates abilities and skills and should be able to motivate them, set clear goals, set high standards of performance and expectations, be fair and honest to his work, with the purpose to maximize human capabilities <sup>(21)</sup>. As a result, subordinates become more creative and innovative in the way they manage and solve the problems, in their approach to implementing new ideas.

#### **1. CHARACTERISTICS OF TRANSFORMATIONAL LEADERSHIP STYLE:**

- *Motivation and self-management.*
- *Good Communication skills.*
- *Good Judgment.*
- *Adoptability.*
- *Competence or knowledge*
- *Interpersonal skills*
- *Confidence*

#### **2. INDIRA GANDHI’S TRANSFORMATIONAL LEADERSHIP:**

Shrimathi Indira Gandhi was a transformational leader with a long term mission and vision for India <sup>(22-25)</sup>. During her period, India was achieving tangible success through advancements of the **Green Revolution**. Prime Minister Indira Gandhi issued an ordinance and **nationalised the 14 largest commercial banks** with effect from the midnight of 19<sup>th</sup> July, 1969 which is considered as Economic milestone of our country. This move proved to be fruitful as it improved the geographical coverage of banks with the number of branches rising from 8200 to 62000. Furthermore, nationalization of banks increased

household savings and saw investment in small and medium-sized enterprises and agricultural sector. She nationalized Insurance companies, mineral resources, Heavy industries including, coal, steel, copper and refining industries, to safeguard the interests of common people of India.

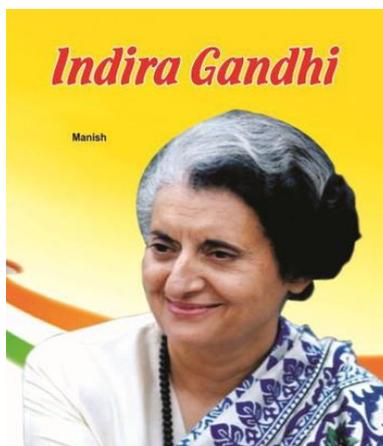


Photo.2: Shrimathi Indira Gandhi – Former Prime Minister of India

More number of **Public Sector Companies/Units (PSU)** were started for the economic development of India and also for the younger generation employment opportunities. This result in a good number of Small and medium enterprises as a sub unit of PSU or PSC. She introduced equal pay for equal work for both men and women. She put an end for the **Privy purse** given to royalty since 1947 by successfully passed the 26<sup>th</sup> Amendment to the Constitution of India in 1971. She led the country in its darkest time, a time some attribute to her rule controversially. Indira Gandhi's skill with politics is one unsurpassed by most politicians. Because of these Indira Gandhi (**Photo.2**) is popularly known as the “**Iron Lady of India**” as well as “**Transformational Leader**”.

### 3. MAHATMA GANDHI’S TRANSFORMATIONAL LEADERSHIP:

Another popular example in the list of transformational leaders in the world is Mahatma Gandhi. Mahatma Gandhi achieved the India’s independence through a form of **non-violent, civil disobedience** that would inspire millions around the world, including many of the people on the entire world <sup>(25)</sup>. He fought through all the obstacles that came his way with love and peace. Leadership, simplicity and bravery were the three most outstanding qualities in Gandhi. Gandhi’s philosophy of “satyagraha,” which sought to reveal truth and confront injustice through nonviolence, had made him the most polarizing figure on the subcontinent. While the British regarded him with suspicion, Indians had begun calling him “Mahatma,” or “great-souled.” Due to his stature, he is now referred to as Mahatma, meaning “great soul.” World civil rights leaders

- from Martin Luther King, Jr. to Nelson Mandela - have credited Gandhi as a source of inspiration for their struggles to achieve equal rights for their people.

#### **4. BARACK OBAMA'S TRANSFORMATIONAL LEADERSHIP:**

The first black President with twice in the history of the United States of America, Barack Obama was an extremely popular and a humane leader <sup>(25)</sup>. He knows his limits and reach of his influence and therefore his relations with people and the power that operates between himself and his constituents. He was respected all over the world and his sense of humanity and compassion made it possible for world peace to be maintained to a great extent. Obama encouraged his staff to be open and ideate without any boundaries. His compassion and sense of understanding towards his employees made him approachable and thus increased the efficiency of his entire administration to a great extent. Obama swept into office with Democratic majorities in both houses of Congress in the midst of the worst economic collapse since the Great Depression. He helped rescue the economy with the largest stimulus in history. He passed the biggest health-care reform in half a century and the most ambitious financial reform since the 1930s, and he slowed America's rising inequality with the first steps toward progressive tax reform. He helped to forge a new, potentially growing majority coalition of people of color, single women, millennial, and professionals.

#### **5. FRANKLIN D. ROOSEVELT'S TRANSFORMATIONAL LEADERSHIP STYLES:**

A transformational leadership raises follower awareness levels about the mission and vision of the organization. Franklin D. Roosevelt is recognized for helping U.S. to get out of the great depression period in 1930s by helping the people in rebuilding their self-confidence. His leadership style is a combination of charismatic leadership and transformational leadership as he inspired the people to get back on their feet and initiate the activities to help the country get out of the dark times. Roosevelt first set out the vision so that everyone was aware of the final goal that has to be attained.

#### **(F) TRANSACTIONAL LEADERSHIP STYLE:**

**Transactional leadership** is a commonly seen style of leadership that is mostly used by managers. It is known for highly professional valuing and recognizing the commitment and effort of the subordinates and motivating them through financial rewards for objectives achieved. The subordinates are expected to obey the instructions of the team leader. Transactional style of leadership is found to significantly and positively improve the enterprises. This style of leadership focuses on close monitoring, improving standard,

improving quality, detecting mistakes and finding errors and putting in place corrective actions to solve them.

### **1. BILL GATES TRANSACTIONAL LEADERSHIP:**

The Microsoft Bill Gates needs no introduction. The founder and Chairman of Microsoft is known to be one of the most respected and successful transactional leaders because of the way he dealt with his employees. Bill Gates is known to not go easy on his employees till he is satisfied with the answers they give him. At the same time, he gives employees free hand to work as they want provided they achieve the goal. Bill Gates is now one of the richest people in the world. Bill Gates used to visit his firm and ask difficult questions until he got satisfied. He expected that the teams were on track and understood the goal.

### **(G) STRATEGIC LEADERSHIP STYLES:**

Strategic Leadership is the ability to influence others to enhance the prospects of the organization's long-term goal while maintaining the short-term financial stability with good decision making. A very good communication with presence of mind is essential to inspire others. The Strategic leadership consists of the top-level executives or managers who are responsible for the broad, long-term strategic direction of an enterprise/organization.

### **1. 3 STEPS TO IMPROVE YOUR STRATEGIC LEADERSHIP SKILLS:**

- *Know Your Business.*
- *Improve Your Decision-Making.*
- *Inspire Others.*

A good strategic leaders should have good communicators, active listeners, passionate, positive, innovative, collaborative, honest, good presence of mind, empathetic, and humble. However, the strategic leadership characteristic depends on the company culture and existing frameworks, as well as the individual skills. Adapt your strategic leadership style to get things done efficiently and effectively.

### **(H) MULTICULTURAL LEADERSHIP STYLE:**

The multicultural leadership is a leadership framework that combines influences, practices, and values of the diverse culture in a respectful and productive manner for different cultural perspectives within the context of a country. Multicultural leadership is not limited to widely diverse cultures but also includes religion, languages, geographical subcultures etc. India is the most wide diverse cultural country in the world (**Photo.3**).



**Photo.3:** Cultural Diversity in India. **Courtesy:** Udyen Jain and Associates.

For example India is a country where lots of differences in cultural , religion, languages, geographical, political ,environmental but the country is united in one stand making his unity a strength. Unity in Diversity can be find in the International Cricket Match. All the students' enjoyment and feelings revealed during the International Cricket Match. The whistle idea, and Whistle Podu in particular, became the defining piece of Super Kings fan culture.



**Photo.4:** Unity in Diversity – IPL Match winner 2018 (Chennai Super King)

**M.S.Dhoni**, just one word is enough to describe him as *Thala*. Thala means the leader <sup>(27)</sup>. The younger generation celebrates Dhoni as their leader who is from Jharkhand. Dhoni is everything for us," says Sriram. Everyone in Tamil Nadu says that Dhoni is not the adopted

son anymore, he's the son of our city Chennai. Every time he goes to an airport, people think he is coming to Chennai. That's the love the people of not only in Tamil Nadu but entire India have for him <sup>(28, 29)</sup>. They always want him to be here in Chennai. That's the craziness the younger generation have for him." This shows that the Unity in Diversity in India, this shows India is a land of diversity.

Besides Hinduism, other religions like Christianity, Islam, Sikhism, Buddhism, and Jainism have a large following in India. India is a country of very diverse cultures with many languages, religions and traditions. All over India, people use to enjoy by roaming and hangout with their friends and families. Today in India, there are a large number of ancient culture prevailing or still practicing. we find "**Unity in Diversity** <sup>(30)</sup>" among Indian even though there are several numbers of diverse cultures and traditions in India, still India finds, **Secularism and Socialism** have been pivotal to India, binding all communities together as equal citizens which indirectly say that India needs Uniform Civil Code for all.

## **VI. CONCLUSION:**

We have seen different kinds of leaders, and their leadership styles and there are no 'set' qualities that have to be present in all leaders. The effective leader has some special personal qualities which help them to deal with different circumstances and challenges. Each and every leaders and their leadership styles can be both effective as well as ineffective. For this reason, extensive research on leadership style could not clearly determine which of the leadership styles results in higher in ruling the country or business performance. The effective leadership is when leaders adapt their leadership style to the situation and people they work with.

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