VALUE BASED LEADERSHIP AND ORGANIZATIONAL EFFECTIVENESS

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If we treat people as they are we make them worse. If we treat them as they ought to be, we help them become what they are capable of becoming (Goethe).

ABSTRACT

Organizations all over the world are finding it increasingly difficult to respond to the rapid pace of technological, economic, and socio-political changes. This is truer of developing countries like India where organizations are additionally facing fierce competition, rapid changes in market conditions, and the impact of globalization. In these conditions, organizations can thrive only through effective leadership. The antidote to this problem is Values-Based Leadership (VBL). VBL is a leadership philosophy that enables you to create and lead values-driven organizations that are energized, equipped and organized to achieve powerful goals.

KEYWORDS: Value based leadership, Humility, Passion, Persistence.