A collection of medals and a compass on a wooden surface. The medals include a red ribbon medal with a circular emblem, a blue ribbon medal with a circular emblem, and a silver star-shaped medal with a central emblem. A pair of glasses and a compass are also visible.

# "1. Effective leadership and Conflict Resolution with Particular Reference to Management of Natural Resources- Empowerment of Forest Dependent and Forest Dwelling Communities

Presented at  
5 Day Training  
Program for IAS  
Officers in  
Management of  
Environment and  
Natural Resources  
at  
IILM, New Delhi

Presented by:

R P Mattoo. President  
*Natural Resources India  
Foundation (NRIF)*

NRIF

<http://www.nrif.org.in/>

## Brief about President:

### ◆ R P Mattoo, President, NRIF

– Since 1970 associated with: -

- Teaching;
- Research;
- Extension & Communications;
- Cost Production Studies;



- ✓ Agriculture & Rural Development Programmes;
- ✓ Economic Development Programmes
- ✓ Social Sector

– Since 1982 & till date associated with: -

– Participatory Approach to Monitoring & Evaluation, Project Management & Planning in the fields of:-

- Agriculture & Rural Development; Economic Development Programmes
- Forestry Economics; Women Empowerment; Science & Technology.....
- Social Sector

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## Topics to cover

- ◆ Effective leadership
- ◆ Leadership Need in Management of Natural Resources
- ◆ Empowerment of Forest Dependent
- ◆ Forest Dwelling Communities -A Stakeholder Analysis
- ◆ Role of Leadership in Conflict Resolution with Particular Reference to Management of Natural Resources



# Effective leadership

- ◆ **Leadership:**
- ◆ *Leadership is the art of getting someone else to do something you want done because he wants to do it."*  
– Dwight D. Eisenhower
- ◆ *A leader is best when people barely know he exists. When his work is done, they will say: we did it ourselves."*
  - – Lao Tzu

# Effective leadership

- ◆ Leadership is the process of directing the behavior of others toward the accomplishment of some common objectives.
- ◆ Leadership is influencing people to get things done to a standard and quality above their norm. And doing it willingly
- ◆ As an element in social interaction, leadership is a complex activity involving:
  - a process of influence;
  - actors who are both leaders and followers;
  - a range of possible outcomes - the achievement of goals, but also the commitment of individuals to such goals, the enhancement of group cohesion and the reinforcement of change of organizational culture



# Effective leadership

- ◆ **Role, Task, Responsibility, and Source of Power of a Leader**
- ◆ The role of a leader is to create followers who are also self-leaders.
- ◆ **The task of a leader is to bring about constructive and necessary change**
- ◆ The responsibility of a leader is to bring about the change in a way that is responsive to the true and long-term needs of all stakeholders.
- ◆ **The greatest source of power available to a leader is the trust that derives from faithfully serving followers.**

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# Effective leadership

## ◆ Forming and Inspiring a Shared Vision

- As a leader, you must envision the future and passionately believe that you can make a difference.
- You must see a changed world beyond the time horizon, create an ideal and unique image of what it could become and believe that your dreams can become reality. You must open eyes to your followers and lift their spirits.
- Through your attitude, magnetism and persuasion, you must enlist others in your dreams, breathe life into your vision and get people to see exciting opportunities and possibilities for the future.

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# Effective leadership

- ◆ Global Poll conducted few years ago on what leadership is all about indicated the following factors:
  - Vision.....35%;
  - Energizing people.....33%;
  - Communication.....19%;
  - Charisma.....8%;
  - Competence.....5%
  - Lead more, manage less, empower, inspire, and energize your people – unlock their true potential!.

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# Effective leadership

- ◆ Effective leadership is one key element in the success of a group and virtually anyone can learn to be an effective leader.
  - Leaders are made, not born.
- ◆ Leadership theories: -
  - Autocratic leadership; (now out of fashion)
  - **Emergency leadership;**
  - Situational Leadership (leadership appropriate for every occasion or situation ): depends upon the situation and whether the group members are willing and able to take on the responsibility.

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## ◆ Situational Leadership: -

- To be effective as a leader, it's important to know your group in terms of *knowledge, ability, desire* and *willingness*, and be ready to adapt your style to suit the occasion.

*The telling leader*



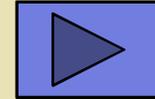
○ *The selling leader*

○ *The participating leader*

○ *The delegating leader*

# Effective leadership

- Leadership Qualities  
Effective Leaders
- Giving Feedback
- *Silence*
- Criticism –
- *Advice*
- *Positive reinforcement*
- Accepting Feedback
- Listening
- **Delegating Leadership**



# Effective leadership

- ◆ Handling Group Discussions
- ◆ Handling Difficult Conversations
  - An orator
  - A wanderer
  - An interrupter
  - Summary
- ◆ Effective leaders have many common qualities. Making the effort to practise and learn the skills it takes to be an effective leader will enable you to use the style of leadership necessary in any situation you come across.
- ◆ Building Better Leaders through Attributes
- ◆ These attributes include a large array of characteristics such as values, character, motives, habits, traits, style, behaviors, and skills.

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# Effective leadership

## Effective Leadership

Attributes × Results = Roadmap for Improving Leaders

### Demonstrate LEADERSHIP ATTRIBUTES

- Emanate personal character
- Master competencies
- Set directions
- Build organizational capability
- Mobilize individual commitment



### Three Levels of Leadership in Organizations<sup>11</sup>

**1. Team:** The leader of a team of people with clearly specified tasks to achieve

**2. Operational:** The leader of one of the main parts of the organization and more than one team leader are under one's control

**3. Strategic:** The leader of a whole organization, with a number of operational leaders under one's personal direction

# Effective leadership

- ◆ Values-based leadership that is not only fair and just, but also highly effective in today's complex organizations. It is based on:
  - your ideas and values
  - your understanding of the differing and conflicting needs of your followers
  - your ability to energize followers to pursue a better goal that they had thought possible
  - your skills in creating a values-based umbrella large enough to accommodate the various interests of followers, but focused enough to direct all their energies in pursuit of a common good.





# Effective leadership

- ◆ Community Based Leadership
- ◆ Social Acceptability
- ◆ Consensus Building
- ◆ Anti-Political Economy
- ◆ Superb Local Networking Skills
- ◆ Good Relation with Authorities
- ◆ Away from Caste & Creed Concepts
- ◆ Proper Understanding of Local Conditions
- ◆ Active Participation in Community Functions & Festivals
- ◆ Equitable Benefit Distribution Mechanism

# Effective leadership

- ◆ *Thanks for your patient hearing*

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