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Value – Based Leadership: Engineering Dreams, Inspiring Souls: A Book Review

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Title:

Value – Based Leadership: Engineering Dreams, Inspiring Souls

Author:

Dr Mahendran Ingle

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Rs 950.00

I am privileged to review a unique book on value-based leadership. The author defined leadership and values in the prologue itself, stating that leadership is for the purpose, and values are the compass. The book connects the reader with different chapters and compels him/her to reflect on his/her own journey of leadership and followership. The message of the book is crystal clear: lead with integrity, serve with humility, and wisdom to live beyond success.

The preface of the book is well written with a clear objective of value-based leadership. In the framework within, the analogy used on decision making with intuition integrated with prayer and the compass tree framework for value-based leadership, clarifies the message of the book.

The book is organised into four sections describing the journey of imagination and renewal. The first section details the leadership foundation comprising twelve chapters. The second section describes the leaders with values and comprises six chapters. The third section is on reflections and parables and

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comprises twenty chapters. The fourth section describes the renewal frameworks and comprises four chapters. The book contains Appendix One on decision-making with intuition integrated with prayers, and Appendix Two is on a framework for value-based leadership. Towards the end of the book, the invocation and epilogue are described.

Chapter one carved out the evolution of the concept of leadership and concluded with continuous adaptation and shared learning in the present era, referring to the concept of a learning organisation. Chapter two describes the value-based leadership for the organization in which the author states that a leader is the soul of the organization. Quoting Ogide, the author states that value-based leadership is a living practice. The author proposed a detailed compass–tree framework to be practised by leaders. Chapter three describes the organisational commitment and connecting with people using value-based actions. Chapter four describes the types of decisions and the decisions made by the value-driven leadership. The author states that leaders decide with destiny. Chapter five describes problem-solving. The author states that problems should be considered as an opportunity for learning, connections and credibility.

Chapter six is on the art of communication. The importance of communication in the context of continuous learning and value-based leadership is established. Chapter seven describes the concept of conflict management, the causes of conflict, and approaches to managing it. The author advocates conflict management. Chapter eight describes learning to learn as an art for transforming information into wisdom. The importance of learning, unlearning and relearning is established with some real-life examples. Chapter nine describes the concept of metacognition as thinking about thinking and its use in leadership. The author states that metacognition is the foundation of lifelong learning. Chapter ten describes the attitude and perception, citing the stories of leaders.

Chapter eleven describes creativity as inner discipline and outer expression. Various uses of creativity in the context of value-driven leadership are described. Chapter twelve describes the power of training in value-based leadership.

Section two of the book describes the luminous leaders of India. Chapter thirteen explains Dr Sarvepalli Radhakrishnan as a philosopher and value-centred leader. Chapter fourteen examines the leadership of Sir M. Visvesvaraya as an engineer, disciplined professional and ethical person. Chapter fifteen is about Ratan Tata. The author states that Ratan Tata was a transformational leader with the highest standards of integrity. Chapter sixteen describes the speech of Martin Luther King Jr. I have a dream. Chapter seventeen describes the leadership of Dr APJ Abdul Kalam and Pramukh Swamiji. The leadership is nurturing possibilities and enabling others to shine. Chapter eighteen describes the leadership of Chhatrapati Shivaji Maharaj as the finest embodiment of value-driven leadership. Chapter nineteen is about calm, keep trying and refuse to quit. Chapter twenty describes the importance of speaking in one's own words. Chapter twenty-one explains the justification for saying no is choosing purpose over pressure. Chapter twenty-two describes the importance of walking with pride in leadership. Chapter twenty-three is on negotiating with reality and providing shelter to followers. Chapter twenty-four gives the message, let the struggle continue, because wings are born in struggle. Chapter twenty-five states that struggle is essential to growth. Chapter twenty-six is about the struggle, the way the battle is fought, irrespective of the result. Chapter twenty-seven describes the importance of values such as honesty, integrity, transparency, accountability, responsiveness, equity, dedication and so on for good governance. Chapter twenty-eight explains the importance of gratitude.

Chapter twenty-nine describes the importance of values in leadership and types of values such as eternal,

situational, and cultural. The author stressed the importance of making values visible to others. Chapter thirty describes that values in life are immeasurable and carry meaning in life. Chapter thirty-one describes the values that inspire people in the organization, and big changes may happen. Chapter thirty-two concludes that leadership is luminous. Chapter thirty-three gives a message of driving satisfaction from giving. Chapter thirty-four stresses the spiritual importance of the heart for deriving energy for renewal. Chapter thirty-five describes the importance of early adaption of change. Chapter thirty-six describes the importance of learning to unlearn and learning to learn for renewal, adaptability and wisdom. Chapter thirty-seven describes the importance of awareness to become an enlightened leader. Chapter thirty-eight outlines the importance of pause and struggle. Chapter thirty-nine states that leadership is cultivated discipline. It can be nurtured. Chapter forty describes the importance of training and renewal to accept the challenges of change. Chapter forty-one describes the importance of reading meaningful books aligned to one's interests and values, which enrich value-driven leadership. Chapter forty-two warns against the misuse of artificial intelligence and suggests using it for the benefit of humanity and progress. At the end of the book, decision-making with intuition, integrated with prayer and the compass tree framework, is described. Invocation and epilogue are given.

The book encompassed the existing concepts and theories of leadership to build further ideas on value-based leadership. The book is heart-touching on the role and values of a leader. It is a compendium of many theories, autobiographies, stories, and experiences of authors' journeys as value-based leadership. I recommend that the message of the book should be transformed into leading the people in all walks of life, be it social, religious, production, service, political, environmental and so on.

The consistency, flow, link and writing style change drastically throughout the book. The book does not contain an advance organizer to each chapter to motivate the reader to read the chapter. Similarly, the chapter does not have actions or reflective questions for the reader to reflect on the self-styles used in the context of the specific chapter.

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