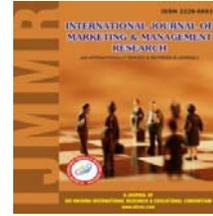




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LEADERSHIP LESSONS FROM MOVIES: A CASE STUDY OF SELECTED MOVIES PREACHING BASIC PRINCIPLES OF LEADERSHIP

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ABSTRACT

The term “Leadership” often deals with many important aspects of human behavior usually in a particular group or group-based activities. A leader either leads or destroys a particular group or society or a nation. It is the action of the leader, his decision making ability, approach, view and vision that are responsible for survival and success of any particular organization.

The portrait of a good leader is depicted, projected and presented in many forms and views. In order to learn what leadership is, there are many techniques that are followed and adopted by different groups and organizations. One such important method to explain the concept of leadership in action is to understand and read the values and principles offered through certain select role models in the movies. Hindi Cinema has contributed to the concept of leadership and its application in many ways. There are many significant and remarkable movies that are having the central theme as to how a leader influences, changes and deals moral of the group, develops them to work in a particular manner, achieve the set targets and accomplish the given mission. The present paper is related with what is the purpose of leadership as depicted in certain select Hindi movies. The author has tried to evaluate leadership principles given in certain select movies. From all the movies under study, the researcher has identified certain select events which are useful to explain the concept of leadership in action. Similarly the researcher has tried to find the secrets of leadership that are presented in these movies.

KEY WORDS: *Behaviour, Movies, Leader, Value System.*

INTRODUCTION

The term “Leadership” often deals with many important aspects of human behavior

usually in a particular group or group-based activities. We believe that the result of success, the result of a particular group behavior is a consequence of the leader’s

behavior. A leader either leads or destroys a particular group or society or a nation. It is the action of the leader, his decision making ability, approach, view and vision that are responsible for survival and success of any particular organization. Naturally, from this point of view, a leader is the person who is supposed to provide appropriate guidance, design and develop right kind of approach and provide a desired vision to the followers. A leader is responsible for transformation, development and cultivation of attitudes, values and vision. Hence the true function of any manager or leader is to lead by example and offer a desired vision.

The portrait of a good leader is depicted, projected and presented in many forms and views. Leaders are often considered as the path finders and path builders. It is easy to talk about leadership. However, it is difficult to understand, follow and imitate the qualities of a good leader. In order to learn what leadership is, there are many techniques that are followed and adopted by different groups and organizations. One such important method to explain the concept of leadership in action is to understand and read the values and principles offered through certain select role models in the movies. Hindi Cinema has contributed to the concept of leadership and its application in many ways. There are many significant and remarkable movies that are having the central theme as to how a leader influences, changes and deals moral of the group, develops them to work in a particular manner, achieve the set targets and accomplish the given mission. The present paper is related with what is the purpose of leadership as depicted in certain select Hindi movies. From this point of view, the author has tried to evaluate leadership principles given in certain select movies.

OBJECTIVES OF THE PRESENT STUDY

The present study is centered on following objectives:

1. To identify the image and imageries depicted in the Hindi movies about the concept of leadership.
2. To find out how the leadership concept is conceived and presented in the form of different role models.
3. To understand what are the messages given by these role models to the viewers.

METHODOLOGY

The researcher has studied stories of six different movies and analyzed the leadership secrets that are depicted through these movies. The movies selected for the purpose of the present study are:-

- 1) Dr. Kotnis ki Amar Kahani
- 2) Do Aankhe Baarah Haath
- 3) Naya Daur
- 4) Gandhi
- 5) Chak De India and
- 6) Lagaan

From all the above movies, the researcher has identified certain select events which are useful to explain the concept of leadership in action. Similarly the researcher has tried identified to find the secrets of leadership that are presented in these movies.

CONCEPT OF LEADERSHIP

Leadership as a concept has a vital importance in the organizational life. Organization is not merely sum total of people but it is a group of people who are working for a common purpose and have a common goal for which they are ready to share, sacrifice and contribute their resources, abilities, strengths so that the common cause can be rightly achieved. From this point of view, every organization has a action with a purpose. It is rightly said by N. Hill that “*A man without purpose is like a ship without compass*”. This is very true because unless and until a leader has a definite purpose and is working for it he cannot give the desired direction to the group which he leads. The concept of leadership usually has six basic tenants. In order to make a leader effective, these tenements’ should be rightly achieved. These are:

1. Purpose-Passion
2. Values reflected passions behavior
3. Heart-Compassion
4. Relationship-Connectedness
5. Self Discipline-Consistency

1. PASSION FOR PURPOSE

Many leaders have searched for years and even decades to find out a purpose for their leadership. It is relatively easy to state the purpose in the early life. However, having a right understanding of this purpose and working for it required lot of careful thinking. Unless and until such kind of thinking and in depth understanding of the purpose is rightly perceived by the leader, he cannot give right results.

2. VALUES

A Leadership is actually values in action. The values of a person that they are practiced by him often indicate how he really reacts to different situations, whether he sticks to certain basic principles and whether these principles and values become his guiding starts or not. From this point of view, values have a great role in development of leadership.

3. HEART-COMPASSION

A leader must have a heart when he acts, he must show sympathy, he must accept problems and difficulties of others and he should come forward with a positive helping hand to resolve those problems. A leader in true sense can never be self-centered and cannot think only of his personal interest.

4. CONNECTED RELATIONSHIPS

Enduring relationships are built on connectedness and shared purpose of working together towards a common goal. Every person has a life story they want to share with their group. If the group is having open ears to listen to these stories, share the ideas with them and offering a positive response then only cohesiveness is rightly developed. It is sharing our life stories that will develop trust and intimacy with our colleagues. Leaders who are open with people even with sharing bad news or offering critical feedback establish the sense of connection that beats commitment are more welcome than others. Trust is built and sustained in the depths of this relationships and commitment is strengthened so that the obstacles of communication, ideologies, ideas and difference in view-points can be rightly overcome. When pressure mount relationships built on connectedness actually really grow.

5. PRACTICING SELF DISCIPLINES

Leaders are always being examined under microscope. Their behavior are observed, discussed and dissected by their employees as well as by read of outsiders. As they offer different responses to different situations that help others, and the group and followers to know how they react in practice and in real life. To be authentic, leaders must be behave with consistency and self-discipline not letting stress gets in the way of their judgment. They must learn to handle any kind of pressure and stay cool and calm. Handling unexpected challenges require being in pick condition like a professional athlete they need consistent habits to keep their minds sharp and their bodies in shape.

From the above discussion, it is very clear that authentic leadership or a good leader is the result of five certain basic disciplines which are explained above.

ANALYSIS OF MOVIES STUDIED FOR THE ABOVE PURPOSE

As stated the researcher has studied five different movies in order to understand different aspects of leadership. The first being purpose. **Purpose** is the most important aspect of being a good leader. The leader cannot work unless and until he is having a basic purpose or objective or mission which he wants to accomplish with the help of group and the available resources. A good leader usually is committed to cause. He usually believes in his philosophy, his ideology, his values and the goal for which he is striving. Many examples of such leaders and their behavior can be sort out from the book of history. Henry David Thorow has very rightly said, *“If one advances confidently in the direction of his dreams and endeavors to live the life which he has imagined, he will meet the success unexpected in common hours”*. The case in point is the movie *“Do Aankhein Baarah Haath”*. The leader of the group is leading

a team of twelve notorious criminals who have no faith in the social system, ethics and values and bias values of human life. However, because of his personal example, the hero of the movie, the leader transforms their behavior, develops a positive attitude and cultivates a particular spirit which makes him a hero not only for his group but a role model and icon of a good behavior of a leader who can develop compassion, faith, belief and a right purpose of living.

In this movie, the hero of the movie is not preaching but practicing what he believes and that is why his leadership ultimately had a lasting impact on the viewers. The movie underlines the basic principle; a leadership must have a purpose and the purpose should be one which is accepted, adopted and applied by the followers in the group.

VALUES REFLECTING BEHAVIOR

A leader who believes in certain principles and values and follows them inspite of heavy resistance, difficulties and problems usually works for the cause and creates a lasting impression, develops a particular philosophy, creates a band of followers who also start following the values and belief which the leader's share with them. The best example is the movie *“Gandhi”*. In the movie *Gandhi*, the hero of the movie Gandhiji had set certain values which he considered as most important for his behavior and to achieve his goals. He is not bothered about the followers, about the opponents and anyone who is trying to stand against him. For him his values are more important and he is ready to sacrifice his life. In his words, *“I don't care what they say about me after I am gone. It just doesn't matter. That is not what I m about, worrying about what other people say are right about me. They can call me a saint or they can call me a Satan, it doesn't make any difference to me, what they say are*

right about me is not who am I anyway.” These beliefs or values Gandhiji considered as most vital. For him liberation, independence, freedom of human beings and equality before law are the most important values. He believed in equity, fraternity and brotherhood as universal principles of life and for which he fought. The movie *Gandhi* depicts Gandhiji not only as a leader in action but as a leader who values and fights for a particular set of principles. The movie has a lasting impact because of the simplicity but strong faith and firm belief of Gandhi in his values.

A leader must be compassionate and must have a human way of thinking. His approach towards different problems should be close to ground realities, should consider various human problems and should try to solve these problems by adopting means and methods which are useful to resolve the conflicts, create a long lasting brand of intimacy, belongingness and friendship. The best example of this is depicted in the movie “*Naya Daur*”. *Naya Daur* is a movie that leads to a theme that it is not mere a profits, it is not mere achievement of goals but it is caring and sharing human values that is equally important function of a leader, of a manager and a businessman. The hero of the movie tries to fight not for personal gains but because he cares to people and their problems. He tries to resolve the basic problems of human beings who are working for a cause, who are working for employment, who are being exploited and who are deprived of their basic rights to work by the exploitative nature of a businessman and entrepreneur. The movie also tries to develop a feeling that if human problems are solved with compassionate approach and human way of looking at different aspects of the problems, usually we get a positive response from the followers and the followers work selflessly because they

have a faith that the problem is being solved in the desired manner.

ESTABLISHING CONNECTED RELATIONSHIPS AND DEVELOPING SOCIAL AS WELL AS GROUP CONNECTIVITY

Creating a band of followers and human values of belongingness is a very important aspect. The whole purpose of leadership is to develop intimacy and feeling of belongingness. A leader with a great band of followers usually is more successful than a leader who has charismatic abilities. Principle of belongingness is likely expressed by the opinion of Bram Tracie who has rightly said, “*The idea of helping others to be better and to feel better about them-selves is the really big turn-on for the leaders and for everyone.*” A leader is not only to help and support the group but to create a confident that they belong to a common cause. They work for the betterment of their own self as well as for the improvement of the group to which they belong. When a leader cultivates this feeling then only the group starts achieving the most impossible targets. “*Chak De India*” is a right movie to express this.

The depressed, defeated and failed performance; those who are insulted, humiliated and rejected they also can do magnificent things. They also can achieve the desired targets if given a right direction, if provided with appropriational set of motivational inputs if created a confidence. This basically requires a leadership that creates a feeling of belongingness and this point is rightly stressed in the movie as the hero tries to create the feeling of belongingness, the feeling of togetherness, the feeling of being one and working for the group. “*All for one and one for all*” is the secret of success of the leader which is rightly

depicted in this movie. This principle in the movie is rightly expressed in the famous quotation of which the hero uses the aim of his life. I think the purpose of life is to do something that contributes and helps you to touch people beyond our lifetime. I think the purpose of life is to do something that out last it and that is true. When we look at the theme of the movie, that the team players who are rejected, who are unwilling to do anything because they are denied of opportunities, who are not considered worthy of doing something positive, great and outstanding, come together, develop a confidence and try to achieve the most difficult target and ultimately, at the end they really do it.

The last and the most important principle of being an authentic leader are to set discipline and exhibiting a consistency in human behavior. The movie "*Lagaan*" basically deals with the concept of developing a consistent human behavior trying to adhere to certain values and fighting for a common cause. In this movie, the hero *Bhuvan* tries to explain as to what the purpose of a team is and how the team under adverse circumstances in spite of limited resources and extreme difficult situations can achieve the target if rightly motivated. This is done with the help of practicing, self discipline, creating confidence, creating team spirit and cultivating the desired idea of success as the ultimate goal of the team work. The situation in the movie is extremely worst and difficult. The target is distant and most complicated. The resources are scarce and limited. The situation and the involvement factors are extremely adverse. In spite this the only thing that help the leader to achieve the target is the goal for which he is obsessed, is the passion of being a winner and the strong inner feeling that **'my team can win'** in all develop a team spirit. The feeling that is exhibited in the various actions intimacy and behavioral

approaches of the leader is the essence of the success of the leader as depicted in the form of hero *Bhuvan* in a movie. And hence one can say that if one wants to be a leader with authentic, believable and acceptable, he must cultivate these five basic values.

CONCLUSION

The above article draws following conclusions:

1. Common traits of becoming an authentically good leader as shown in the movies are discussed in the above article. We have identified five common traits of a good leader, to be an authentic leader and to be a successful leader as well as hero in a given situation. These traits are:

- 1) Purpose
- 2) Value
- 3) Heart
- 4) Relationship and
- 5) Discipline

In order to become a successful and authentic leader must exhibit above values, ideas and try to prove worthy in a given competitive situation.

LEADERSHIP AS A VALUE SYSTEM

In all the above movies, leadership is not exhibited as a set of traits or attributes related with a person or a personality. However, leadership exhibited as a value system which is cultivated. The focus of the movies is to cultivate the philosophy, ideology and value system that can function effectively in a given situation. The movies have a theme leadership in action. The heroes have exhibited this in a different situation. Table no.1 explains this very well.

TABLE NO. 1:- LEADERSHIP IN ACTION

Sr. No.	Name of the Movie	Name of the Hero (Character)	Action Situation
01.	Do Ankhe Barah Haat	V. Shantaram (Adinath – the young Warden)	i. Developing confidence in critical situations. ii. Removing the feeling of Guilt and crime.
02.	Gandhi	Ben Kingsley (Mahatma Gandhi)	Developing a Band of followers through courage, truthfulness and spirit of Humanity.
03.	Naya Daur	Dilip Kumar (Shankar)	i. Fighting adversity with group efforts. ii. Achieving apparently impossible targets through group efforts.
04.	Chak de India	Sharukh Khan (Kabir Khan)	i. Creating Positive Approach ii. Building Winning Spirit.
05.	Laggan	Amir Khan (Bhuvan)	i. Team Spirit ii. “I can” win attitude iii. “WE” approach than “I” iv. Sense of belongingness.

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