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**Leadership skills propagated by Pt. Shriram Sharma Acharya for sustainable development with special reference to all world Gayatri Pariwar**

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**ABSTRACT**

*Leadership skills are essential for all human beings to live a life full of enthusiasm, holistic vision, and contribute for sustainable development. Leaders perform a crucial role and share responsibility in the paradigm shift towards a civilised, peaceful, developed and happy society. This research article focused on presenting key leadership skills in the context of Pt Shriram Sharma Acharya. It is based on a literature review about leadership, leadership skills and All World Gayatri Pariwar (AWGP). This work results in leadership skills found. Those who want to become a holistic and perfect leader might adopt these skills as necessary for the future leaders.*

**KEYWORDS:** Leadership skills, sustainable development.

**1. INTRODUCTION**

Leadership framework, revealed that peace, respect, harmonious living, relationships, justice, honesty, and hard work are important values for leadership (Jacqueline Nthoki Mutua and Timothy Mwangi Kiruhi, 2021). For promoting a culture of innovation in organisations to succeed, leadership is essential. Consequently, leaders assume a crucial role in the paradigm shift towards Industry (Valeria E Guzmán, Bernd Muschard, Mateus Gerolamo, Holger Kohl and Henrique Rozenfeld, 2020). The current study is important to explore new knowledge, different dimensions of leadership, and leadership skills in the context of Pt. Shriram Sharma Acharya. He is a Guru, a saint, a reformer, a writer, a philosopher, a spiritual guide and visionary. He gives the wide effective plan for sustainable development and peaceful society. In 1952 he founded the model and concept of Gayatri Pariwar . Now we call it All World Gayatri Pariwar. Gayatri Pariwar is a living and role model of a futuristic ideal society, being guided by self-discipline and principles of human unity and equality.

Under his charismatic and result oriented leadership this mission has emerged as a live practice and mass movement for the development of ideal society and transformation of Era.

## 2. OBJECTIVES OF THE STUDY

This article has the objectives to present the various skills and characteristics for leadership. In this context Pt. Shriram Sharma Acharya is one of the best ideal leaders who propagated societal leadership and practised it on the platform of All World Gayatri Pariwar. Exemplary leadership is essential nowadays, for this a systematic research is explored in this article. The leadership skills of acharya ji is uncovered and his knowledge about leadership skills is not considered in this area yet. In the perspective of a researcher, a critical study in this sector will contribute to putting the emerging trends and knowledge into perform and practice in future research works. Thereby, the layout of this article has the following sections- The first section belongs to the introduction. The second section goes through a literature review on Leadership, leadership skills in the context of ethical leadership and transformational leadership and sustainable development. The third section highlights the Pt. Shriram Sharma Acharya and his Leadership Skills, based on a theoretical contribution, and Finally, the last part of this study presents the discussion, conclusion and potential future research.

## 3. REVIEW OF LITERATURE

### 3.1 Leadership

Pt. Shriram Sharma Acharya, he wrote about the emerging leadership, in his perspective “The responsibility to lead the nation in the right direction has to shift from the political leadership to the elites, intelligentsia, religious teachers and nation builders who will not only deliver sermons, but will also concretely manifest the high ideals, and values of religion in their lifestyles. The time is not far off when religion will lead politics. Once these religious teachers are able to influence and inspire the public minds, they will guide politics on righteous lines”.

Mumford, M. D., et al. According to them, “To develop organisational leaders we need to understand how requisite skills are acquired over the course of people's careers. In this article, a cross-sectional design was used to assess differences in leadership skills across six grade levels of officers in the U.S. Army. Increased levels of knowledge, problem-solving skills, systems skills, and social skills were found at higher grade levels. Certain skills and experiences, however, were found to be particularly important at certain phases of leaders' careers. These findings are used to propose an organisation-based model of skill development. Implications of this model for leader development programs are discussed”.

RL Hughes, “He emphasised on the subject of leadership, and he worked on psychological studies of leadership behaviour. He explained about different aspects of leadership, that is - "leadership is a process, not a position." He examines - how leadership emerges, how it is assessed, how it is well established as an art and as well as a science. He also gives a structure based on the leader, followers, and the situation. Again he proposed a systematic analysis of the study on interactions and contingencies among these major elements of leadership.”

Peter Drucker, a Father of modern management, talked about leadership. In his book ‘The practice of management’, “There is no substitute for leadership. But management cannot create leaders. It can only create the conditions under which potential leadership qualities become effective; or it can stifle potential leadership”.

### 3.2 Leadership Skills

Managing is a specific task or event. As such, it demands for specific knowledge and skills. Also requires the abilities of effective decision making, creating relationships, communicating with other stakeholders, preparing a plan, implementation of the plan, follow up skill in controlling and measuring, use of information technology, high ideals and aspiration flourish, the enlightened self awareness etc. No leader is perfectly able to master all these skills. But

every future leader needs to realise and understand what they have, what they are and what they can do for the society. Here are some literature review related to leadership:

Chua Yan Piaw, et al. They were focused on five sections of leadership skills that have been associated with effective school principals: cultural leadership, instructional leadership, strategic leadership, organisational management leadership and educational management leadership.

Macvicar, Completing his work depends largely on the harmonious and result oriented relationship between leader and staff.

Robert, Done his approach on leadership. He suggested that apart from intelligence of the leader and technical skill or soft skills or emotional intelligence or contribute more to organisation and an individual's ultimate failure or success.

Crosbie, suggested that the active participation of employee in organisational processes with this skills like - soft skills, which contain of teamwork or collaboration, leadership ability, communication skills, initiative, coaching or people development, personal mastery or personal effectiveness, planning and directing, and behavioural skills provides an advantage for leaders to develop high quality mutual relationships with the employee who they assign with in encourage constructive working environment.

### **3.3 Ethical Leadership**

In the field of management ethical leadership is an emerging concept for management, academics, and other aspects of society also it confirms the behaviour and performance of individual employees (Brown Michael E. et al. (2005).

The outcome of ethical leadership and corporate social responsibility on employees' duty and responsibility through intention and examine the work employability in these relationships. Through this research providing empirical and leverage support for the effective impact of ethical leadership and corporate social responsibility on people related results and generating a decent and positive work situation and environment, this study provides further support for this. (Nejati, et al. (2019).

### **3.4 Transformational Leadership**

Transformational leadership theory has been more effective and popular and received immense attention in the last five decades and emerged as one of the most powerful leadership theories (George, Kelly, William and Courtney, 2016). First proposed by Burns (1978), the theory was advanced by Bass (1985), who made critical revisions. Since that point the theory has received the benefits of both theoretical as well as meta-analytic reviews (Eagly, Johannesen-Schmidt, & van Engen, 2003; Judge & Piccolo, 2004; Lowe, Kroeck, & Sivasubramaniam, 1996; van Knippenberg & Sitkin, 2013), along with an in-depth theoretical and methodological critique (van Knippenberg & Sitkin, 2013). Transformational leadership elaborates how a leader looks for the followers. There are four dimensions of transformational leadership that have been proposed by them. First one is that idealised influence characterises the scope to which an individual is involved in behaviours that motivate followers to recognize him or her (Judge & Piccolo, 2004). Second one is that inspirational motivation expresses the scope to which an individual set a vision signified to motivate followers. Third one is that intellectual stimulation character-izes the extent to which individuals challenge existing assumptions and encourage others to take risks. Finally, individual consideration describes the extent to which an individual seeks to meet the individual needs of his or her followers (Judge & Piccolo, 2004).

### **3.5 Sustainable Development**

Sharma, Diksha. (2018) propagated the sustainable development strategy should be compatible with the local resources and socio-economic aspirations of rural people. Keeping this in view, the present investigation was undertaken during 2016–17 in Dehlan (Una), the largest village in Himachal Pradesh. The study is based on the data collected from 60 farm households. According to census 2011, the total population of this village was more than

10,000, with a literacy rate of 92%. About 78% of the workers were cultivators and the rest were employed in public/private services and small scale village industries. In the village about 82 per cent of the cultivated area was irrigated. Number of welfare and developmental schemes have been implemented from time to time. After the adoption, this village received more attention resulting in sustainable development, more social welfare, sanitation and cleanliness. Her study shows that the interventions have further increased the crop and livestock productivity, which consequently increased household income of the resident and brought transformation in the village economy. Therefore, there is a need to replicate the concept for sustainable development of the rural economy and improving the quality of life of rural people in the country.

### **3.6 Pt. Shriram Sharma Acharya and His Leadership Skills**

The whole life of Pt. Shriram Sharma Acharya has been devoted to the help of society and humanity. He was born on 20th September 1911, in a rural village named Anwalkhera near Agra District of Uttar Pradesh, India. He was a real saint, perfect visionary, research scholar, and social reformer. His full life was dedicated to the society for the disclosure of a new era of universal peace, health, happiness and harmony.

He practised 'Gayatri sadhana' at the age of fifteen, where his master initiated him into this sadhana. He participated in India's independence as a volunteer and approached non-violent fighting against them. He went to various jails several times as part of the freedom fighting. He has proposed a 100 points agenda (Sat Sutriya Andolan) for Transformation of the era (Yug Nirman Yojna) for intellectual, social and spiritual well being through social and moral upliftment.

According to Pt. Shriram Sharma Acharya "The only difference between the words leader and actor is the prefix 'Abhi', but the meanings of these two do not have any similarity with each other. Where the actor creates attraction, the leader has to take such deep roots in the conscience of the common man on the strength of his sacrifice, effort, ideals and courage, on the basis of which their faith and belief should always remain intact and imitated, the urge to follow orders automatically awakens, that support helps in giving cooperation do not hesitate, do not resist the urge to imitate and walk together, shaking hands, holding hands" (Sharma, 1993). Leader is a very old word. According to this saying 'Raja Prajanam Swami Syat Ragya' in ancient scriptures, the priest was the king, and the priest was the leader. Today there is a flood of alleged leaders in democracy. Due to his selfishness and greed for fame and money, no one hesitates to do immoral acts. Every day creates new problems so that through this medium he can fill his house. Therefore, today there is a great need to redefine the definitions of leadership and leader, to establish them in the right form. The upliftment of the country and the society depends on the leader. If the leader goes astray, then the country is also headed for its downfall. To fulfil this need, we have to go back to our past. At that time, Indian culture had interpreted the leader very thoughtfully, fixed the meaning of the leader and created the word leader. Acharya ji has made this ancient ideal of leadership the basis of his leadership ability.

## **4. FINDINGS**

### **Leadership skills propagated by Pt. Shriram Sharma Acharya**

In the words of Acharya shree, 'Leader' means the leader who leads the society. Such a guide who has a good knowledge of the countless problems of the society. Not only knowledge, but also the ability to find possible solutions to them. To establish appropriate criteria for its implementation' (Sharma, 1998). To lead a society, one has to first be aware of the innate nature of the people living in that society. Without knowing the intuitive nature, no one can inspire anyone to move in the desired direction because a person can determine the field of work only on the basis of principles that are in harmony with his intuitive nature (Pandya, 2007). When this happens, one can also find the solution which is suitable to be adopted in that situation. Ordinary mentality only makes accusations, is limited to conversations

regarding situations etc., but only sensitive activism moves forward and takes steps to resolve them. Following leadership skills propagated by Pt. Shriram Sharma Acharya -

Two formulas of self-creation: - excellent thinking, perfect performance -simple living, high thinking.	Our Beliefs:  Man is not a slave of circumstances, instead he is the creator, controller and master of them.  We become what we think and do.	Our Proclamation: -We will change - the era will change, we will improve - the era will improve — twentieth century — bright future - Service to all - Love the most.	Four sutras of building life: meditation, self study, Self-Control, Service.
Humility	Integrity	Sacrifice	Discipline
Visionary	Dedication	Influencer	Selflessness
Motivation	Ideal personality	Commitment	Fondness

The seeds of leadership can flower and flourish in such a soil. Acharyashree always did such personalities 'who, by cutting down on selfishness, can dedicate their feelings, aspirations and activities for creation purposes. Possessing the ability to show others the right direction, guide them and inspire others is the demand of ideal leadership. He called it 'era leadership' (Sharma, 2001). It is in such leadership that that aura, that ability arises which can create something new, give direction to one's life as well as inspire others. To achieve this potential of the ideal of leadership, it is necessary to have certain characteristics in the leader, its development method has been clarified by Acharyashree through four dimensions – prudence, authenticity, devotion to duty and courage.

## 6. DISCUSSION

Following themes come out from the findings of this research work: humility, dedication, influence, ethical governance, integrity, people, sacrifice, support structures, discipline, learning, selflessness and communication. These setups are articulated as social priorities in the Leadership Model. These are the results from the present study and create a framework, which includes a role model for leadership. This study is purely based on literature review. Pt. Shriram Sharma Acharya's leadership skills are a live example for the society of how an ordinary child can become a leader. Leadership skills propagated by Pt. Shriram Sharma Acharya for sustainable development with special reference to All World Gayatri Pariwar, this type of Studies that can be more empirical and exploratory.

## 7. CONCLUSION

Pt. Shriram Sharma Acharya is the visionary who claims for and presents a plan to attain divinity in man and create heaven like environment on this earth. He always felt the need for a program for the creation of an irresistible current of noble feelings that would instantly be able to throw away all the impurities and evil tendencies entrenched in the collective human psyche. Leadership skills are essential for all human beings to live a life full of enthusiasm, holistic vision, and contribute for sustainable development. Leaders are light bearers for society. They assume a key role in the creation towards a developed, peaceful, and happy society. This research article aims to present a set of leadership skills formulated by Pt Shriram Sharma Acharya, through a systematic literature review in context to All World Gayatri Pariwar (AWGP). The outcome of this article might help the people to become great leaders and they can utilise the results of this article for sustainable development of the organisation as well as society.

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