

*PMAS ARID AGRICULTURE UNIVERSITY  
RAWALPINDI*



*HRM WORKSHOP REPORT*

*Submitted by*

*Group 2 and 5*

*BBA (IV) Sec (B)*

*Submitted to*

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*“Leadership is the capacity to translate vision into reality”*

*(Warren Bennis)*

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## TRAINING PROGRAM ON LEADERSHIP

### INTRODUCTION: THE NEED TO DEVELOP LEADERSHIP SKILLS

For many people, Leadership is something only a few can do. It's the domain of Managers, Corporate Executives, Big Business, Politicians. It's something that is beyond reach. It's something that people in positions of authority have. It's a skill we ourselves don't need. From some perspectives, they may be right! At some times in our lives, though, many of us find ourselves needing to:

- ❖ work with one or more people to achieve something
- ❖ teach someone something we ourselves have learnt
- ❖ engage someone else to take on our point of view
- ❖ help a group solve a problem
- ❖ assist an organization as a Co-coordinator, Secretary, Treasurer or President
- ❖ help a group arrive at a decision
- ❖ change the way something is done
- ❖ show appreciation for someone's contribution
- ❖ give frank and honest feedback to people
- ❖ resolve conflict or disagreement between people

Each of these activities needs us to leverage our listening skills, our communication skills, our influencing skills, and our credibility. To develop these traits, is to develop Leadership Skills. And in fact, everyone is a leader - because everyone contributes to the outcomes they experience.

### OBJECTIVE

This leadership training will support students to expand their leadership skills in an activity-based format. Students will learn to lead collaboratively within group settings and it aims to increase and strengthen student's passion and commitment to assist communities in creating positive, sustainable change. It will help to:

- ❖ **Identify** leadership strengths and weaknesses
- ❖ **Clarify** and communicate fundamental values and beliefs
- ❖ **Set** the example for others by aligning actions with shared values
- ❖ **Express** image of the future
- ❖ **Inspire** others to share a common vision
- ❖ **Search** for opportunities to change and improve
- ❖ **Experiment** with innovative ideas and learn from accompanying mistakes
- ❖ **Build** collaboration, teamwork, and trust
- ❖ **Strengthen** the ability of others to excel
- ❖ **Recognize** the accomplishments of others

## **BENEFITS OF LEADERSHIP WORKSHOP**

- ❖ Enable students to become more self-aware and look at the positive and negative aspects of their own behavior.
- ❖ Help them see areas where they may be lacking and encourage them to improve themselves.
- ❖ Boost their self-esteem and morale
- ❖ Help them practice public confidence and expressing themselves clearly to others
- ❖ Develop their organizational skills and even the ability to manage others.
- ❖ Help in overall personality development and promote 'can-do' attitudes



*“If your actions inspire others to dream more, learn more, do more and become more, you are a leader” (an African proverb)*

## **AUDIENCE**

Students of PMAS Arid Agriculture University Rwp currently studying BBA (hons) more than 30 in number.

## **WORKSHOP STYLE**

- ❖ Whole group discussion
- ❖ Small group discussion/exercises
- ❖ Individual exercise/reading

## **MATERIALS USED**

- ❖ Charts
- ❖ Stationary
- ❖ Hand outs
- ❖ Slides
- ❖ Videos
- ❖ Others

## **ACTIVITIES**

- ❖ Slide show
- ❖ Selection of leader
- ❖ Situational Decision
- ❖ Chart circulation

- ❖ Who am I (Kasoti)
- ❖ Role Play
- ❖ Drawing
- ❖ Blind fold
- ❖ Open discussion
- ❖ Documentary (Nelson Mendela)
- ❖ Article reading
- ❖ Quiz
- ❖ Tribute to our beloved leader

### **Situational Decision**

It is an activity designed to check the decision making ability of the leaders selected by the groups. A movie clip would be shown to the leader of each group and then ask them to assume themselves as a person facing that particular situation. We then ask what would be their decision in that situation.

#### **Objective of the activity**

This activity enables us to check the decision making ability of the selected leader of each group and indirectly reveals leadership skills in that person who will be a leader at that time.

### **Chart circulation**

In this activity a chart will be provided to participants and ask them to write down a well-known leader name and what qualities of that person makes them a great leader. It will encourage them to share this in the class.

#### **Objective**

This activity enables participants to identify qualities of great leaders. It helps to see what the participants may already know about leadership.

### **Games**

#### **Who am I (Kasoti)**

It is simple guessing game based on the PTV show in late nineties. Now question arise how to play it. In our structure and setting we choose one candidate from audience and provide him/her with few clues about the personality we want him/her to guess by asking three more questions about that personality. In the limited time he or she has to guess the personality.

#### **Objectives**

With the help of the clues which are based on the qualities of leader he or she will be able to recognize the leader. It would help them to recall the great leader's names and would give knowledge about famous leader's qualities.



## **Role play**

In this activity the selected leader of each group communicates the written message provided to him/her by acting without speaking anything he or she could take help of any one member of his /her group and at the end his/her group member would tell that what they understand.

### **Objective**

This activity enables students to check the communication ability of the selected leader of each group and would emphasize the abilities of that leader to reveal how well it communicates with his/her imaginary followers.

## **Drawing**

Drawing is one of the oldest forms of human expression. Drawing is used to express one's creativity, and therefore has been prominent in the world of art. Drawing is a language, a necessary skill for anyone who wants to express ideas or feelings in written images. Each individual is asked to draw what comes first in their mind after listening the word leadership.

### **Objectives of the game**

All the individuals can't able to express their thoughts so providing the space to express them through drawing and making their mind sets about leadership we can easily analyze their need of information about leadership.

### **Blind fold:**

This game is conducted with the group leader who select one individual from the group and a blind a tied to his eyes and then he is totally relying on the leader who has permission to speak two words left and right. By the help of only these two word leaders task is to direct individual towards the target.

### **Objective**

This activity enables students to check the communication & directing ability of the selected leader of each group and would emphasize the abilities of that leader to reveal how well it communicates & directs his/her imaginary followers.

### **Open Discussion:**

All individuals would ask to be divided into two groups having their own perception whether they think the leaders are by birth or leadership skills can be developed.

### **Objective:**

This activity would enable the individuals to validate their concepts about leadership.

## **Documentary**

A Documentary about a renowned leader Nelson Rolihlahla Mandela who was a South African anti-apartheid revolutionary, politician and philanthropist. He served as President of South Africa and was South Africa's first black chief executive. His government focused on dismantling the legacy of apartheid through tackling institutionalized racism, poverty and inequality, and fostering racial reconciliation. Politically an African nationalist and democratic socialist, he strived for giving black people their rights.

### **Objective**

It shows how he did struggle and hard work for giving rights to black people. It also shows the leader's skills & abilities and thus tells what made him a great leader.

## **Article reading**

The article is specially written on our request by writer Mohammad Jamil. This article containing main aspects of leadership history and recent scenario would help in defining skills and abilities of a leader and give the overview of big names of the leaders in the history.

### **Objective**

This article is given to the individuals as handout which helps them to read and remember the workshop main points. It also helps individual to develop leadership skills.

## **Quiz**

A small MCQs quiz will be conducted from each individual to check what the individual had learned from the workshop.

### **Objective**

This enables to check the rise in individual's knowledge and attention during the workshop. It also show us that which lesson through which activity properly communicated.

## TIME SCHEDULE

ACTIVITIES	TIME ESTIMATION (minutes)
Slide show	3
Lecture	10
Knowing top leaders	5
Selection of leader	5
Situational Decision	10
Chart circulation	On going
Who am I (Kasoti)	7
Role Play	10
Drawing	5
Blind fold	7
Open discussion	10
Documentary (Nelson Mendela)	7
Article	Distributed earlier
Quiz	5
Tribute to our beloved leader	5
Prize distribution	

## METHEDOLOGY

To make these workshops skill oriented, practical and group learning approaches, methodologies are to be adopted.

Pre- evaluation will be conducted to find out the existing professional capacity of trainees at the time of beginning of the workshop. Post evaluation will be also conducted in the end of workshop which provides information that what extent knowledge and skills of the participants have been enhanced by attending the workshop.

In the end of workshop an evaluation Performa will be distributed amongst the participants to evaluate overall organization of the workshop conducted to find out strength and weaknesses to bring improvement in the future training programs.

## **COST ESTIMATION OF WORKSHOP**

In PAK Rs.

<b>S.No</b>	<b>Item</b>	<b>Total</b>
1.	Printing	500
2.	Charts	100
3.	Handouts	300
4.	Stationary	400
5.	Travelling	500
6.	Prizes	500
	<b>Total</b>	<b>2300</b>

**DURATION** 1 hour and 20 min

### **ROLE OF EACH MEMBER**

Three different jobs provided by us in the planning and leading of workshop are:

1. Administrator
2. Designer
3. Trainer/Facilitator

**Venue** Arid Agriculture University Rawalpindi

University Institute of Management Sciences (UIMS)

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## LEADERSHIP

It is process by which an individual influences others to accomplish a task and directs a group in a way that makes it better. Leaders carry out this process by applying their skills and knowledge to affect the thoughts, feelings or behaviors of other individuals in the group.

Leadership is different from authority, which is the power to give orders or carry out certain tasks. A person in a position of authority is not necessarily a good leader. In addition, not all good leaders are in positions of authority. For example, a manager or supervisor in a workplace may have the power to assign workers tasks or have responsibilities greater than others, but this power does not make them a good leader: it simply makes them the boss. Another example could be an army officer; the power to command others is simply attached to their rank, not necessarily to their leadership skills. Recognize that the military invests large amounts of effort to train their officers to be good leaders. A good leader is different in that it they make others wants to achieve high goals, rather than simply follow orders.

Leadership, like any other skill, can be developed and acquired. Leading is hard work; it takes time, energy and determination. Even the best leaders are continually working and studying to improve their leadership skills.

### **The differences between management and leadership functions and the characteristics that make effective managers and leaders**

- ❖ Managers administer, leaders innovate
- ❖ Managers have an eye on the bottom line, leaders have long-term perspective
- ❖ Managers maintain, leaders develop
- ❖ Managers rely on control, leaders inspire trust
- ❖ Managers imitate, leaders originate

## LEADERSHIP STYLES

Leadership is important in shaping the culture of an organization. There are two opposite poles in terms of leadership, these are autocratic and democratic.

### **Autocratic leaders**

Such leaders tell employees what to do. On the other hand, democratic leaders encourage input from employees, listen to their ideas and enable them to make decisions. Both styles have their place, depending on circumstances. For instance, in a crisis situation, such as a sharp drop in sales, immediate action is needed. In such circumstances an autocratic approach is required.

### **Democratic leaders**

When there is more time available, a democratic approach is often favoured. Employees are listened to and their advice and ideas are used to make continuous improvements.

## LEADERSHIP COMPETENCIES

Leadership competencies are leadership skills and behaviors that contribute to superior performance. By using a competency-based approach to leadership, organizations can better identify and develop their next generation of leaders.

When selecting and developing leaders, HR professionals should consider the competencies that the individual possesses and compare those to the ones that need further development for success in a leadership role. By looking at his/her current competencies and comparing those to the skills necessary to fill a leadership position, organizations can make better informed decisions in hiring, developing and promoting leaders.

### Leading the organization:

- ❖ managing change
- ❖ solving problems and making decisions
- ❖ taking risks and innovating
- ❖ setting vision and strategy
- ❖ managing the work
- ❖ enhancing business skills and knowledge



### Leading the self:

- ❖ demonstrating ethics and integrity
- ❖ displaying drive and purpose
- ❖ exhibiting leadership stature
- ❖ managing oneself
- ❖ increasing self-awareness
- ❖ developing adaptability

### Leading others:

- ❖ communicating effectively
- ❖ developing others
- ❖ valuing diversity and difference
- ❖ building and maintaining relationships
- ❖ managing effective teams and work groups



## ROLE OF LEADERSHIP IN HRM

The HRM have to fill these needs, since recruiting, training and educating new employees is important in maintaining the high standards of the organization. The HRM also deals in ensuring high quality performance to their current employees and dealing with performance issues. In addition, the HRM handles staff and management practices in conforming various regulations and policies. New projects and activities include managing tasks on how the company can approach employees with their benefits and compensation.

In order to improve career in the Human Resource Management department, leadership traits and trainings are important aspects in acquiring dreams and goals in the company. For large scale businesses, Coaching is providing feedback usually to the supervisors and executives on how they reach their personal best in their Human Resource leadership role. Success of businesses may depend on the capabilities of a good human resource management. Recruiting good leaders that want to take advantage of the knowledge, experience, and thoughtfulness of talented employees is important.

## LEADERSHIP THEORIES

**Great Man Theories:** According to this point of view, great leaders are simply born with the necessary internal characteristics such as charisma, confidence, intelligence, and social skills that make them natural-born leaders. Great man theories assume that the capacity for leadership is inherent.

**Trait Theories:** Trait theories assume that people inherit certain qualities and traits that make them better suited to leadership. Trait theories often identify particular personality or behavioral characteristics shared by leaders. For example, traits like extraversion, self-confidence, and courage are all traits that could potentially be linked to great leaders.

**Contingency Theories:** No leadership style is best in all situations. Contingency theories of leadership focus on particular variables related to the environment that might determine which particular style of leadership is best suited for the situation.

**Situational Theories:** Situational theories propose that leaders choose the best course of action based upon situational variables. Different styles of leadership may be more appropriate for certain types of decision-making. For example, in a situation where the leader is the most knowledgeable and experienced member of a group, an authoritarian style might be most appropriate. In other instances where group members are skilled experts, a democratic style would be more effective.

**Behavioral Theories:** Behavioral theories of leadership are based upon the belief that great leaders are made, not born. Consider it the flip-side of the Great Man theories. Rooted in behaviorism, this leadership theory focuses on the actions of leaders not on mental qualities or internal states. According to this theory, people can learn to become leaders through teaching and observation.

**Participative Theories:** Participative leadership theories suggest that the ideal leadership style is one that takes the input of others into account. These leaders encourage participation and contributions from group members and help group members feel more relevant and committed to the decision-making process. In participative theories, however, the leader retains the right to allow the input of others.

**Management Theories:** Management theories, also known as transactional theories, focus on the role of supervision, organization and group performance. These theories base leadership on a system of rewards and punishments. Managerial theories are often used in business; when employees are successful, they are rewarded; when they fail, they are reprimanded or punished. Learn more about theories of transactional leadership.

**Relationship Theories:** Relationship theories, also known as transformational theories, focus upon the connections formed between leaders and followers. Transformational leaders motivate and inspire people by helping group members see the importance and higher good of the task. These leaders are focused on the performance of group members, but also want each person to fulfill his or her potential. Leaders with this style often have high ethical and moral standards.



Leadership can be defined as the social influence that a person exerts, with the help of others, to accomplish a task. It can also be defined as an ability to organize a group of people to achieve a common goal. Leadership is a necessary social phenomenon to regulate a community life. It is indispensable to set the society on organized and evolutionary patterns. Those societies that are deficient of effect leadership remain behind on the scale of progress and development. The fabric of these societies usually gets disarray.

There have been presented a number of theories to define and characterize leadership. They can be roughly categorized into early theories and the recent one. The early theories characterize leadership as the inherent traits of an individual that make a successful leader. This theory is known as “trait theory of leadership”. This theory was very popular in 19<sup>th</sup> centuries. The writers like Thomas Carlyle and Francis Galton. According to these writers successful leaders possess excellent mental and physical traits that make them distinguished among their contemporaries. Francis Galton even goes on to suggest that these leadership qualities are inherited from the family. In order to prove this he cites the example of families that produced successful leaders. In Asian political context, this argument is still valid. In India Nehru family has been ruling India in different forms since the independence of the country. It produced the leaders of such eminence like Nehru and Indra Ghandi. The political culture in Pakistan is not much different where some prominent big families have been ruling this country since its independence. During 50s and 60s this trait theory was replaced by a number of other theories that negated the concept that leadership owes its glare due to personal traits of some dominant individuals. The writers like Stogdill and Mann suggested in their researches that a leader may be successful in one situation but not be successful in the other. This shows that individual traits may fail in one situation. They based their findings on the situations. They maintained that not the individual traits that make a good leadership rather the situations make the leaders great. In course of time certain situation arises, and leaders come up to shape the course of events in their favor. This brings out their leadership skills. If there were no situations, they wouldn't have been identified as great leaders. In fact, time has made them a great leader not their personal trait. For example, in American history the “Great Depression” that started in 1930s and ended in 1940s. This Great Depression had devastating effect on the world economy. Then American president Franklin Delano Roosevelt rose up to the occasion and put forward a comprehensive recovery plan “the New Deal”. This was an unprecedented relief program that brought about a major change in political and economic life of Americans. This thing has made President Roosevelt a towering figure in American politics. So, the idea of traits shifted to the situational theory. There are some other more important theories (which are in fact the extension of the previous concept as given above) that give the idea of leadership. On theory is functional theory. It says that a leader is an individual who is placed in a situation where he has to work and get other to do work. If he is a hard work and has an attitude to appreciates others for sharing their work. This positive reinforcement makes others to work well and make a good team work. Good leaders not only ambitious in contributing their part, instead give a positive reinforcement to other for the completion of goals.

### **Characteristics or Qualities of a Successful Leader**

Leadership or effective leaders have some common characteristics that make them prominent and effective in their contemporaries. These leadership attributes can be summed up as:

**Mission:** Leadership or an effective leader must have a mission to achieve to. Those leaderships who don't have missions, they are directionless. This also entails that leaders must set the goals keeping in mind the needs of the country and their people. A mission makes the leader dynamic and the masses find confidence in their leadership.

**Vision:** Vision is something a leadership dreams of achieving to steer their nation to success. Although vision is something that exists in the mind, yet it is a driving force that leads to activity. This also set the goals for a nation to achieve. A leader having no vision cannot visualize the glory of his country or nation.

**Goal:** An effective leadership needs to define clear achievable goals. They might be short term and long term goals. Although this concepts overlaps with vision and mission, however goals are real and tangible ideas that can be put on the paper and work upon. If a leadership doesn't have clear goals and they just rule the country to cling to the power, this is destructive both to the state and people. In most of third world countries politics and leaderships are goalless. They simply cling to power and maneuver the politics to keep their adversaries out of power through unconventional means (like killings and terrorism) instead of deliverance in economic and social development front.

**Strong Team:** This fact is beyond any doubt that a successful leadership entails an effect team work. A good leader cannot serve in his own person. He must delegate things to others to enhance the team work. This necessitates the existence of a strong team. A successful leader needs reliable minds to consult during any contingency. There is a famous quote: someone asked Hazrat Ali (R.A) that the time of Caliph Hazrat Umar (R.A) was a glorious time and success and expansion of Muslim empire across Arabia but all his (Hazrat Ali) energies are being wasted in dealing with internal strife. Hazrat Ali's answer was worth noticing, "We were his advisors that's why he performed good, but I fail because I have advisors like you." This simple incident from Muslim history shows existence of a strong team in inevitable for a successful leadership.

**Ambition:** The hereditary politics in South Asia and other third world countries have played havoc with these nations. Most of the leaders in these countries inherit their political inheritance from their fore fathers, and they follow the same pattern as did by their forefather with simple idea to retain power in their own hands or the generations to come. These hereditary leaders are devoid of any ambitions to steer their nations to a successful point in the history of the world. An ambitious leader has the quality to work incessantly to get to the set goals. The rise of German and Japan after World War 2 is phenomenal in the world history. Their ambitious leader did remarkable thing for these nations.

**Flexibility and Open-mindedness:** Flexibility in politics is as salt in food. A state also consists of variant sections and classes of people having their own aspirations and minds. A flexible and adaptable leader always incorporates the ideas and shows flexibility in dealing with the situations. Perhaps pragmatism is a proper word to explain this phenomenon in politics.

Leaders sometimes have to make compromises in really difficult situations for a greater gain in the future. Our history is riddled with examples that our leaders didn't show flexibility and our nation faced heavy losses. The separation of Bengal from Pakistan is a classic example of lack of flexibility of leadership in Pakistan. Had leaders in the west shown a little flexibility and let the things going, we wouldn't have faced this break up of our country.

**Inspiration and Respect:** Perfect leadership not only productive at economic and social fronts but leaves an inspirational image. This set a line for the future generations to inherit ideals and political and ethical values from their leadership. The charisma of a successful leader in fact activates and mobilizes the whole nation. This mobility of the nation can well be channelized in the right direction. The example of Quaid-e-Azam Muhammad Ali Jinnah is a perfect example in this regard. Quaid-e-Azam (may Allah Almighty bless his soul) was trained in western culture. He was not even able to communicate effectively in the language of Indian Muslims (Urdu) even then Muslim nation of the Sub-continent rallied behind him. It is interesting fact of our history, in his political gathering, he would address the people in English, and most of the masses were unable to understand his speech. But they would still come in his gatherings. They had a faith that he would not betray their cause. He was an inspiration for his nations. He commanded respected from all sections of the society.

**Communication Skills:** A successful leader needs to have very good communication skills. Because of this he will be able to communicate his ideas and ideals to his people clearly.

**Pro-Active:** This idea might not be liked by some people, but it is a fact of political science that a leader needs to be pro-active. He shouldn't wait for things to happen and then show his response. He should act before the things happen. He should plan in advance. He should act pre-emptively to counter the designs of his state's enemies. In other words, his political ideal should not be reactionary rather pro-active.

In short, leadership is the only phenomenon that can steer any nation towards success. One of the most corruptive dimensions of leadership is the concentration of power in one hand or in a domineering political set up. They may cause more harm than good to any nation. The devolution of power to the grass root is very important to give the people sense of power sharing. This thing motivates the nation to actively participate in the development of the nation. The devolution can be in any form, but the most effective form is local bodies or to the council level. This empowers the local people to participate in their own affairs and run their districts according to their own immediate needs and aspirations. The leader should first set the example for others to follow. The idea is not to rule but to serve. The great leaderships that arose in the history were centered on the idea of service not to rule. Those leaders who really served their people are counted the great leaders. The recent example is the personality of NELSON MENDALA. He was a great leader who worked really hard to liberate his nation from the cancerous apartheid. His greatness can be measured from the fact that instead of revenge he chose the path of reconciliation. This rooted out any possibility of discord between the black and white in the future. Instead of clinging on to the power, he gracefully handed over the power to the younger generation and left the power corridors as a political echelon, a sage and a statesman. Surely, he will be counted as the father of nation in new South Africa. The idea of

an ideal leadership can be seen from the interesting incident of Hazrat Quaid-e-Azam Muhammad Ali Jinnah. This incident is related by Sardar Abdul RabNishtar. He reported that Quaid-e-Azam Muhammad Ali Jinnah paid a visit to Pir of Manki Sharif in Frontier Province. This Khanqah had played a meritorious role in mustering support for Muslim League. The subsequent inclusion of Frontier Province in Pakistan owed much to this Khanqah. When Quaid-e-Azam Muhammad Ali Jinnah paid visit and met PirSahabManki Sharif, he was given a very warm welcome. When he left the Khanqah, PirSahab himself walked out to see him off. Sardar Abdul RabNishtar states that he was also walking by the Quaid. PirSahab was walking behind Quaid-e-Azam. "I was smiling inwardly on seeing the renowned PirSahab walking behind Quaid-e-Azam. These are the Pirs whom people always sit in front with folded hands, but here the thing is other way round. When we sat in the car, I told the whole amusing idea to Quaid-e-Azam." Quaid-e-Azam on listening this said, "Do you know, why he was walking behind me?" I nodded in no. Quaid-e-Azam said, "He knows that the fate of Muslims of India is in my hand, and I will not betray their cause."

This incident from our history shows that when leaders have vision and steadfastness, and honesty of purpose, nothing can stop them achieving glory for them and for their nations. So long as a leader compromises national interests over their personal interests, the ideal of a true leadership cannot be achieved.

Muhammad Jamil

### WORKSHOP EVALUATION

Name \_\_\_\_\_

Arid number \_\_\_\_\_

Scale

25%=1

50%=2

75%=3

100%=4

Questions	1	2	3	4
How much this workshop satisfied you?				
To which extent you agreed that the content delivered relates to the topic?				
Do you think you are already familiar of the info delivered?				
To which extent this work shop explored your abilities to be a leader?				
How you rate the innovative ideas of learning used in the work shop?				
At what degree you think this workshop increased your knowledge about leadership?				
Do you think that you are able to involve all the individuals in the activities?				
How will you rate the group coordination in conducting activities?				
How will you rate group presentation abilities in delivered you the information?				
Did videos use in the workshop help in delivering the motivation about leadership?				
How will you rate activity chart circulation in finding you're hidden mentor?				
How will you rate Kasoti for telling the qualities of the leaders?				
How will you rate the role playing in finding the communication abilities of leaders?				
How will you rate the Blind fold in finding the directing/motivating abilities of leaders?				
How will you evaluate the drawing activity helped you find hidden concept of leadership in your mind?				
How much group discussions strengthened your concept about leadership?				
How will you evaluate situational decision revealed your leader's decision making ability?				

Any suggestions

\_\_\_\_\_

### PARTICIPENTS EVALUATION

Name \_\_\_\_\_

Arid number \_\_\_\_\_

1. A leader has \_\_\_\_\_
  - a. Subordinates
  - b. Employees
  - c. Followers
  - d. Assistants
2. A leader has \_\_\_\_\_
  - a. Mission
  - b. Ideas
  - c. Theories
  - d. Vision
3. Which one is not the quality of a leader \_\_\_\_\_
  - a. Courage
  - b. Determination
  - c. Passion
  - d. Dishonesty
4. Which one is not the skill of leader \_\_\_\_\_
  - a. Ambitious
  - b. Visionary
  - c. Non motivating
  - d. Confident
5. Game in the workshop based on popular PTV program Kasoti is \_\_\_\_\_
  - a. Who am I?
  - b. Blind fold
  - c. Role play
  - d. Open discussion
6. Nelson Mandela African name \_\_\_\_\_
  - a. Babatunde
  - b. Rolihlahla
  - c. Rutendo
  - d. Tatenda
7. Leadership is the capacity to translate vision into \_\_\_\_\_
  - a. Goal
  - b. Objective
  - c. Reality
  - d. Mission
8. Video clip was shown for \_\_\_\_\_
  - a. Role playing
  - b. Situational decision making.
  - c. Chart circulation
  - d. Blind fold
9. Authority and leadership are \_\_\_\_\_

- a. One And the same
  - b. Synonyms
  - c. Antonyms
  - d. None of these.
10. Leadership skills are \_\_\_\_\_
- a. By birth
  - b. Can be developed
  - c. Inherited
  - d. Can't be developed

**PAKISTANI RENOWNED LEADERS**



