

ABSTRACT

LEADERSHIP WITH INTEGRITY

In this paper the researcher investigates the effectiveness of institutional leadership in regard to integrity. Now-a-days, the role of leadership is inclined more towards the material world than to the world of values. These days, the material world takes precedent over the world of values. The researcher, in this paper, will try to establish that if the world of values is upheld, the material world will automatically fall in place. Leaders have to have vision, values, charisma, and a powerful sense of integrity. Exhibiting integrity by example is important because people may not believe what you say but they will believe what you do. It is absolutely indispensable, therefore, for the leaders to practice what they preach. Integrity comes from a harmony between thoughts, feelings, words and actions emerging from core values. Integrity is the strength of character which strengthens the faith of the followers in return. Leaders with character drive institutional culture in all of their actions. They uphold their personal integrity not because of any external pressure but rather because of their own internal drive to sustain organizational values. They prove to be good role models; they become the symbol of integrity; and by virtue of their personal integrity, leaders can tap into the needs of their followers; raise their aspirations; shape their values, and mobilize their potential. In return, followers can develop an unshakable faith in the integrity of their leaders. The world of values therefore, plays a pivotal role in connecting the leaders with their followers---a relationship which is based upon mutual respect and trustworthiness. Those who display integrity-centered leadership leverage talent with decision-making courage and tenacious follow-through. The followers carry out the rules and regulations happily and wholeheartedly; and the productivity of the institution is increased exponentially. The environment is pleasant and conducive to working in harmony; and people tend to lead a happy, healthy, and prosperous life and the institution thrives.

Integrity, therefore, is the goal that strengthens our faith in people and in institutions. Integrity, in itself, may not be of any significance, but its absence guarantees failure.