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PRESS RELEASE

Coal mining sector executives participating in Executive Development Programme (EDP) at IIT (ISM) learn about the nuances of effective leadership and also about the distinction between a manager and a leader.

Altogether 20 coal mining sector executives assembled at IIT (ISM) since May 22 as part the week long executive development programme for executive of SECL being organized by Department of Management Studies & Industrial Engineering of IIT (ISM), today learnt all about nuances of leadership and at same time got rid of some popular myths as well as pre conceived notions about leadership.

The occasion was session on **Leadership and Motivation Issues in Mining projects** by Prof Rajni Singh, Dean (Media & Branding) of the host institute held on day -4 of EDP during which she not only explained about the qualities of leadership in general but also talked at length about Leadership in Mining sector.

The 90 minute interactive session by Prof Singh who is first women dean at IIT (ISM) proved to be quite interesting as well enriching middle and senior level executive of coal major, South Eastern Coal Fields Limited (SECL) who participated in EDP, as they asked a range of questions to clarify their doubts about qualities of a manager and a leader in order to make a distinction among the two..

Professor Singh, began her presentation with the topic, **Breaking the Ice: Within and Outside of You**, asking some questions like who is a leader?, what leadership traits you possess etc and also asking them to do some spidergram. The exercise was meant to clarify the basic concepts of participants about leadership.

She later emphasized on Connect between Leader and Leadership, which she termed as quite crucial and also explained that Leadership is not a step but a process.

Elaborating more, she said, “No single conventional theory about leadership like Charismatic Leadership Theory, Trait Theory, Behavioral Theory, Situational Theory, Transactional Theory and Transformational Theory can fit in as Leadership is not a static quality.

Explaining about five ways to build trust into ones team, she said that maintaining integrity, communicating the organization vision and values, focusing on shared rather than personal goals, doing what’s right regardless of the personal risk are quite crucial.

Elaborating about leadership in Mining she posed some questions to the gathering of executives and stirred them to ponder over, like Can you engineer safety culture? Do you have a clear vision? Do you set a personal example? Do you participate rather than do it all? Do you take command, listed aggressively, have you created a climate of trust?, do you look for results or salutes ?, do you take calculated risks ?, do you build up your people ? Do you generate unity? Have you improved your people’s quality of life?



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She concluded the session by dishing some suggestion for effective leadership in Mining like, Love about the sector, Don't plan your career too much, try doing things, interesting things, tap opportunities and adopting the spirit of Growing Together.

Earlier during the day two session including one on Financial Statement Analysis in Industrial Projects by Niladri Das, Associate Professor of Department of Management Studies and Industrial Engineering and other on Risk Analysis of Industrial Projects by Rashmi Singh, Assistant Professor of Department of Management Studies and Industrial Engineering who is also the organizer of the EDP were also held.

The five day EDP will conclude tomorrow during which four technical sessions on, Cost concepts and working capital issues in industrial projects; sources of finance and cost of capital in project management; role of macroeconomic policy and inherent economic bottlenecks in Industrial projects and introduction to the banking system in India in the context of challenges and issues in project financing of Industrial projects will be held.

Rajni Singh

Dean (Media & Branding)