AMRITA SCHOOL OF BUSINESS
COIMBATORE

A STUDY ON QUANTUM LEADERSHIP & ITS IMPLICATIONS

ROHITH.R
Under the guidance of
Prof.CS.UDHAYAKUMAR

श्रद्धावान् लभते ज्ञानम्

Introduction

•One of the most important qualities to run and organization is leadership.
•Today's chaotic environment questions the validity of hierarchical leadership.
•Quantum way of thinking and decentralization of leadership takes paramount importance as the current scenarios are volatile.

Newtonian/Classical leadership

•Emphasizes on the ability of on e individual to change the outlook of the organization.
•This is evident with definite structure and hierarchy in the organizations.
•Northouse also has defined leadership as "a process whereby *an individual* influences a group of individuals to achieve a common goal"
•Classical or Mechanical leadership sometimes empowers leadership theory and sometimes bring conflict to each other.

Need for Study

•Complex working environments and challenging situations does not call for one leader for problem solving.
•What is required is situational leaders who can be nurtured only by a leader with vision
•The rationale and logic to the quantum way of thinking is that classical way of thinking wont supplement or even complement the newer challenges that one has to face
•The evolution of innate ego in individual have transformed drastically from baby boomers to genX,genY and millennials in the most bizarre and unpredictable manner.

The Quantum Paradigm

- Great leadership relies on vision that can be appreciated and felt spiritually, intellectually and emotionally.
- Efficient leadership is scarce today because of the stress give into material capital which only forms the top layer beneath which there is social and spiritual capital.

•The quantum way of thinking about leadership is grounded in insights and metaphors from the new sciences, in particular chaos theory and complexity science.
•Quantum view integrates context a d process, not result oriented
•Induces human potential, directs all people to a target shared by individuals.
•The theory has got great correlation with quantum physics and the analogy could be seen.

Assumptions of Classical physics	Leadership assumptions	Assumptions of Quantum physics	Leadership assumptions
Wave-particulate distinction	Whole consisting of the characteristics of leader	Particle-wave dilemma	Leader-follower dilemma
Reason-result relationship certainty	Reason-Result is explained	Uncertainties and possibilities	Cannot be structured and estimated
Continuity of energy	Permanent quality attributed to a single person	Discontinuity of energy	Discontinuity of leadership
Acceleration that occur according to force applied	Impact of leadership depends on power	Limitation in applying force	Impact of leadership depends on interaction

Today's Environment

•An organizational structure will keep the organization together rather than getting broken into pieces.
•Importance of distributed leadership is where opportunity is given to everyone and voices are heard from all the directions otherwise effective decision making could not be done.
•Empowerment in decision making across the boundaries of organization taking inputs from all the stakeholders within the organization would help in swift decisions.
•The environment is at the brink of chaos and orderliness and hence situational leaders are essential

Inference

•Preoccupation with the heroic genre has led to insufficient attention being devoted to the possibility that other forms of leadership
•Whole new avenue that would bring into light the uncertainties and insecurities of real life into the business scenario
•The leadership should elevate in such a way that uncertainty could be converted to definite and hence the level of learning would enable to face ongoing challenges that will result in the development of leadership at times of chaos to produce more responsible and sensible leaders.
•"It is high time to slip the yoke of the heroic paradigm of leadership and to investigate the possibility of "quantum leadership."