

Nurturing Leadership and Capacity Building for Success: Empowering Growth

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ARTICLE INFO

Key word: *Capacity building, Empowerment, Leadership, Success, Skills Development and Collaboration and Networking*

ABSTRACT

In a rapidly evolving and complex world, organisations and individuals alike strive for success and growth. However, achieving sustainable success requires more than talent and resources; it demands effective leadership and the development of robust capacities. This piece of work explores the concept of empowering growth through nurturing leadership and capacity building. By examining the interplay between leadership and capacity building, we uncover the transformative potential of equipping individuals and teams with the necessary skills, knowledge, and mindset to adapt, innovate, and thrive. We delve into various strategies and approaches that foster leadership development and capacity building, including mentoring, training programs, and organisational support systems. Moreover, we explore the critical role of visionary leadership in fostering a culture of continuous learning, empowerment, and resilience. This abstract serves as a guide for organisations and individuals seeking to unlock their full potential and achieve sustainable success by investing in leadership development and capacity-building initiatives.

Leadership

“Managers are people who do things right while leaders do the right things” The myth that leaders are born has no standing in reality. The truth of life is that leaders are made instead of being born. Every individual can, with desire and willpower, is an effective and exemplary

leader. Leadership is a complex and multifaceted concept, encompassing various qualities such as communication, decision-making, vision, empathy, and adaptability. While certain individuals may possess some natural predispositions that can facilitate their leadership development, it does not mean that leadership is limited to those individuals alone.

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Received 05-03-2023; Accepted 24-04-2023

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Numerous studies have demonstrated that leadership skills can be learned and enhanced over time. Through training programs, mentorship, practical experience, and self-reflection, individuals can acquire the necessary knowledge and abilities to become effective leaders. (**“Leadership Development Plan” 2023**) Leadership development is a lifelong process that involves continuous learning and self-improvement. Furthermore, the notion that anyone can become a leader with desire and willpower aligns with the belief in the potential for personal growth and development. Motivation, determination, and a strong drive to lead can empower individuals to overcome challenges, learn from failures, and develop the skills needed to inspire and influence others. (**“Importance of leadership development programs” n.d.**)

It is important to note that while leadership can be cultivated, not everyone may aspire to or excel in a leadership role. People have diverse interests, strengths, and aspirations, and leadership may not be the right path for everyone. Nevertheless, the idea that leaders are made, rather than solely born, acknowledges the capacity for individuals to develop leadership skills and contribute positively to their organizations and communities.

Man Making and character-building ideals of Swami Vivekananda

In today’s dynamic and competitive world, the development of effective leadership skills and the capacity to thrive in various domains are essential for personal growth and success. (**Rajini n.d.**) This introduction explores two interconnected concepts: leadership and capacity building. Inspired by the man-making and character-building ideals of Swami Vivekananda, it emphasizes the importance of self-awareness, interpersonal skills, attitude, and situational leadership in fostering effective leaders. Additionally, it highlights key aspects of capacity building, including communication and public speaking, time management, workplace etiquette, professionalism, resume writing, and interview skills. By delving into these areas, individuals can equip themselves with the tools and knowledge needed to lead and excel in their chosen paths. Swami Vivekananda, a renowned spiritual leader and philosopher, emphasized the concept of “man making” and character-building as fundamental principles for personal and societal transformation. (**“Swami Vivekananda Biography: Early Life, Education, Works, Teachings and Famous Quotes” n.d.**) His teachings continue to inspire individuals to cultivate their inner potential and develop strong moral and ethical foundations. According to Swami Vivekananda, true leadership begins with the transformation of the self. He

believed that individuals should strive to understand their own strengths, weaknesses, values, and beliefs. (**Adhia et al. 2010**) By cultivating self-awareness and introspection, one can develop a solid character and a clear sense of purpose.

Swami Vivekananda emphasized the importance of building character based on truthfulness, integrity, compassion, and self-discipline. He believed that leaders should possess a strong moral compass and be driven by the welfare of others. By embodying these virtues, individuals can inspire and influence those around them, creating a positive impact in their communities and society as a whole. Furthermore, Swami Vivekananda emphasized the need for individuals to rise above personal limitations and transcend their narrow self-interest. He advocated for the development of an inclusive mindset and the ability to empathize with others. By understanding and respecting diverse perspectives, leaders can foster unity and collaboration, leading to the growth and progress of the collective.

Leadership and Understanding Self and the others

Leadership is not only about guiding and influencing others; it also involves a deep understanding of oneself and others. Recognizing and comprehending one’s own strengths, weaknesses, values, and emotions is essential for effective leadership. Equally important is the ability to empathize and understand the perspectives, needs, and aspirations of others. Understanding oneself is a critical aspect of leadership. (**K Parthasarathi et al. 2018**) It involves self-reflection and self-awareness, which allow leaders to identify their core values, beliefs, and motivations. By gaining clarity about their own identity and purpose, leaders can align their actions with their values, inspiring trust and authenticity in their interactions. Additionally, understanding oneself enables leaders to recognize their strengths and areas for growth. It allows them to leverage their strengths effectively and seek opportunities for personal and professional development. By continually learning and evolving, leaders can enhance their abilities and lead with confidence and competence. Equally important is the ability to understand others. This involves empathy, active listening, and a genuine interest in the perspectives and experiences of others. (**Chandra & Ranjan 2022**) By placing themselves in the shoes of others, leaders can build strong relationships, foster collaboration, and create an inclusive environment. Understanding others also enables leaders to adapt their leadership styles to different individuals and situations. Effective leaders recognize that each person is unique and may respond differently to various approaches. By tailor-

ing their leadership style, communication, and support to the needs of their team members, leaders can inspire and motivate others to achieve their full potential.

Leadership Attitude and Interpersonal Skills

Leadership is not solely about holding a position of authority; it encompasses a set of attitudes and interpersonal skills that enable individuals to inspire, guide, and collaborate effectively with others. The right attitude and strong interpersonal skills are crucial for establishing trust, fostering teamwork, and achieving shared goals. (Guzmán *et al.* 2020) An essential aspect of leadership is cultivating a positive attitude. Leaders with a can-do mindset, optimism, and resilience can motivate and inspire their team members, even in challenging situations. A positive attitude encourages problem-solving, creativity, and a belief in the potential for growth and success. Furthermore, effective leaders possess strong interpersonal skills, which are vital for building relationships, communication, and collaboration. These skills include active listening, empathy, effective communication, conflict resolution, and the ability to provide constructive feedback. By actively listening and empathizing with others, leaders can understand their perspectives, needs, and concerns, fostering a sense of trust and openness. Clear and effective communication is a fundamental skill for leaders. It involves conveying ideas, goals, and expectations clearly and with clarity. Leaders who are skilled communicators can articulate a compelling vision, inspire others through their words, and create a shared understanding among team members. (Raza *n.d.* p. 1)

Leadership also requires the ability to navigate and resolve conflicts. Strong interpersonal skills enable leaders to address conflicts in a constructive and respectful manner, finding mutually beneficial solutions and maintaining a harmonious work environment. Additionally, leaders with excellent interpersonal skills are adept at providing constructive feedback and recognition. They understand the importance of acknowledging and appreciating the contributions of their team members, which fosters motivation, loyalty, and a sense of belonging.

Leading oneself and situational leadership

Leading oneself and adopting situational leadership are two critical aspects of effective leadership. These concepts involve self-management, adaptability, and the ability to tailor leadership approaches to different situations and individuals. Leading oneself is the foundation of leadership. (Raza *n.d.*) It involves self-discipline, self-motivation,

and self-awareness. Leaders who can effectively manage their own thoughts, emotions, and actions are better equipped to inspire and influence others. They set a positive example, exhibit integrity, and consistently demonstrate the values they expect from their team members. Self-leadership also encompasses personal growth and development. Leaders who prioritize continuous learning, reflection, and improvement can stay ahead of the curve and adapt to changing circumstances. By investing in their own growth, leaders can expand their knowledge, enhance their skills, and lead with confidence and competence. Situational leadership, on the other hand, recognizes that different situations and individuals require different leadership approaches. Effective leaders understand that a one-size-fits-all approach may not be suitable for every circumstance. They assess the needs, capabilities, and readiness of their team members and adjust their leadership style accordingly. Situational leaders are flexible and adaptable. They can provide guidance and direction when necessary, but also empower and delegate to individuals who demonstrate the capability and motivation to take on more responsibility. This adaptive approach helps maximize the potential of each team member and ensures that the right leadership style is employed in each situation. (Hjiej *et al.* 2023) By combining self-leadership and situational leadership, individuals can become versatile and effective leaders. They lead by example, inspire others through their actions, and adapt their leadership style to meet the specific needs of their team members and the challenges at hand. This dynamic and responsive approach enables leaders to navigate complex situations, build strong teams, and achieve shared goals.

The Legacy of a World-Famous Political Figure

There have been numerous world-famous political leaders throughout history who have made significant impacts on their countries and the global stage. Here are a few examples:

- Winston Churchill
- Franklin D. Roosevelt
- Mahatma Gandhi
- Nelson Mandela

These leaders have left lasting legacies through their political careers, activism, and contributions to their countries and the world. They have demonstrated strong leadership skills, resilience, and a commitment to advancing social, political, and economic progress.

Winston Churchill

Winston Churchill, a prominent political figure of the 20th century, held the position of Prime Minister of the United Kingdom during World War II. (*pixelstorm 2009*) Although his ideals may not align precisely with the concept of character-building and man-making espoused by Swami Vivekananda, Churchill developed his own principles that significantly influenced his leadership style and worldview. Indeed, Churchill was widely recognized for his courage, determination, and resilience, particularly in his role as Prime Minister during the tumultuous period of World War II. Through his speeches and leadership, Churchill played a pivotal role in rallying the British people, instilling hope, and inspiring them to persevere in the face of adversity.

A famous quote by Churchill, “Success is not final, failure is not fatal: It is the courage to continue that counts,” aptly captures his belief in the significance of resilience and the ability to persist in the face of setbacks. (*“History of Sir Winston Churchill - GOV.UK” n.d.*) He firmly believed that genuine courage lies in the capacity to endure and overcome challenges. Leadership was a central aspect of Churchill’s ideals. He held the conviction that leaders should possess the ability to make difficult decisions, take responsibility for their actions, and inspire others to strive for greatness. Churchill’s leadership style was characterized by his unwavering determination, strong will, and the ability to unite people in the pursuit of a common goal. Moreover, Churchill had a profound sense of national pride and a steadfast belief in the greatness of the British Empire. He actively advocated for maintaining Britain’s global power and preserving its cherished values and traditions. His visionary leadership played a critical role in navigating the complexities of World War II and shaping the course of history. (*“Winston Churchill” n.d.*)

He was a spiritual leader and philosopher from India who emphasized personal development, self-realization, and the unity of all beings. Vivekananda’s teachings centered around spirituality, human potential, and the pursuit of truth and enlightenment. While their ideals may have differed in focus, both Winston Churchill and Swami Vivekananda made significant contributions in their respective fields and left a lasting impact. They continue to be remembered and admired for their unique perspectives and the influence they had on the people around them.

Franklin D. Roosevelt

Franklin D. Roosevelt, commonly referred to as FDR, served as the 32nd President of the United States from 1933 until his

passing in 1945. (*“Franklin D. Roosevelt” n.d.*) He guided the nation through the hardships of the Great Depression and World War II, implementing various policies and initiatives to address economic and social challenges. While FDR’s ideals primarily focused on governance and public service, his leadership style and principles also encompassed aspects of character-building and personal development. FDR was renowned for his unwavering optimism and his ability to inspire hope even in the most challenging times. His famous quote, “The only thing we have to fear is fear itself,” emphasized the importance of remaining resilient in the face of adversity and the power of maintaining a positive mindset. Roosevelt firmly believed in the significance of empathy and compassion, particularly towards those who were suffering. He prioritized social welfare programs and introduced the New Deal policies to offer relief, facilitate recovery, and enact reforms for those impacted by the Great Depression. (*“Franklin D. Roosevelt | Miller Center” 2016*)

Effective communication and the ability to connect with the American people were central to FDR’s leadership style. Through his Fireside Chats, he utilized radio broadcasts to directly address the nation, simplifying complex issues and policies in a relatable manner. This fostered a sense of trust and unity among the population. Franklin D. Roosevelt upheld the value of public service and recognized the importance of democracy. He advocated for government intervention to address societal problems and promote the general welfare. His aim was to establish a society where individuals had equal opportunities for success, and where the government played an active role in ensuring social and economic justice. (*“Franklin D. Roosevelt | The American Presidency Project” n.d.*)

Courage and determination were evident in FDR’s pursuit of social and economic reforms. Despite confronting significant challenges, he implemented policies aimed at stabilizing the economy, generating employment opportunities, and improving the lives of millions of Americans. Roosevelt possessed a long-term vision for the United States, aiming to construct a more inclusive and prosperous nation. He demonstrated adaptability by implementing a range of policies and programs that addressed the evolving needs of the country. These ideals associated with Franklin D. Roosevelt reflect his commitment to public service, empathy, resilience, and effective leadership. They helped shape his approach to governance and contributed to his legacy as a transformative president during a tumultuous period in American history.

Mahatma Gandhi

Mahatma Gandhi, also known as Mohandas Karamchand Gandhi, played a prominent role in India’s struggle for

independence from British colonial rule. He is revered as the Father of the Nation in India and is internationally renowned for his philosophy of nonviolence and his principles of truth, love, and self-discipline. Gandhi's ideals of man-making and character-building are deeply rooted in his spiritual and ethical beliefs. (*"Mahatma Gandhi's Leadership - Moral And Spiritual Foundations | Articles on and by Mahatma Gandhi" n.d.*)

Truth and honesty were paramount for Gandhi, as he firmly believed in their absolute value. He famously stated, "Truth is God," emphasizing the importance of aligning one's words and actions with truth. Nonviolence, known as "ahimsa," formed a foundational pillar of Gandhi's ideals. He considered nonviolent resistance to be the most powerful weapon against oppression and injustice. Gandhi's approach sought to reconcile differences through dialogue and peaceful means, aiming to foster harmony and understanding. (*Team 2022*) Gandhi placed great emphasis on self-discipline and self-restraint as fundamental virtues for personal growth and character-building. He practiced and advocated for simplicity, frugality, and self-control, seeing them as means to overcome desires and attachments. The principle of "service before self" was central to Gandhi's ideals. He viewed service to humanity as a crucial element of man-making and character-building. Gandhi stressed the need to work for the welfare of others and the upliftment of society, particularly for those who were marginalized or oppressed. (*Xaxa & Mahakul 2009*)

Gandhi staunchly advocated for equality and social justice, challenging discrimination based on caste, religion, or gender. He aimed to eradicate social evils like untouchability and envisioned a society where everyone was treated with dignity and respect. Simplicity and sustainability were significant aspects of Gandhi's ideals. He advocated for a simple and sustainable way of life, promoting minimalism, self-sufficiency, and a close connection with nature. Gandhi believed that a life of simplicity and self-reliance was essential for inner growth and character development. Gandhi's ideals of man-making and character-building revolved around the principles of truth, nonviolence, self-discipline, service, equality, and simplicity. These ideals continue to inspire individuals worldwide and have had a lasting impact on the fields of social justice, human rights, and peaceful resistance.

Nelson Mandela

Nelson Mandela, a prominent South African anti-apartheid activist and political leader, made history as the country's first black President. He is revered worldwide for his unwavering dedication to justice, reconciliation,

and the advancement of human rights. Mandela's ideals of man-making and character-building were deeply shaped by his experiences and his vision for a united and inclusive society. (*Nelson 2014*)

Equality and anti-apartheid struggle: Mandela devoted his life to fighting against the oppressive apartheid regime in South Africa. He firmly believed in the inherent equality of all individuals, irrespective of their race, and tirelessly advocated for the dismantling of racial segregation and the establishment of a democratic and inclusive society. Mandela strongly espoused the power of forgiveness and reconciliation. Despite spending 27 years in prison, he emerged with a profound commitment to reconciliation and bringing diverse communities together. (*Joubert 2016*) Mandela's efforts to promote forgiveness and healing played a pivotal role in South Africa's transition from apartheid to democracy. Throughout his life, Mandela displayed immense courage and resilience. Despite enduring imprisonment and personal hardships, he remained unwavering in his pursuit of justice and equality. Mandela's ability to persevere and stay dedicated to his ideals serves as a beacon of inspiration globally. (*McDougall 2014*)

Leadership and selflessness: Mandela exemplified exceptional leadership by placing the needs of the people above his own. He demonstrated selflessness by voluntarily stepping down as President after a single term, emphasizing the significance of democratic principles and providing others the opportunity to lead. Social justice and human rights: Mandela staunchly advocated for social justice and human rights. He emphasized the importance of equal opportunities, fair treatment, and the eradication of poverty. Mandela's commitment to human rights extended beyond South Africa, as he played a significant role in promoting peace and justice globally. (*Crain 1995*)

Mandela recognized the transformative power of education and its ability to uplift individuals and societies. He emphasized the significance of education in empowering people, fostering critical thinking, and driving social progress. Nelson Mandela's ideals of man-making and character-building revolved around equality, forgiveness, courage, leadership, social justice, and education. His life and legacy continue to inspire people worldwide to strive for a more just and inclusive society.

The Titans of Industry

There are several world-famous business leaders who have made significant contributions to the business world. Here are a few examples:

- Elon Musk

- Jeff Bezos
- Bill Gates
- Warren Buffett
- Sheryl Sandberg
- Jack Ma

These individuals have achieved great success in their respective fields and have had a significant impact on the business world through their innovative ideas, leadership skills, and entrepreneurial spirit.

Elon Musk

Elon Musk, a renowned entrepreneur and CEO of prominent companies like Tesla, SpaceX, and Neuralink, is widely recognized for his ambitious vision and relentless drive for innovation. While he has achieved remarkable success in business, Musk's principles for personal growth and character development can be understood through key values that shape his thinking and behavior. Musk firmly believes in setting audacious goals and pushing the boundaries of what is considered possible. His aims include addressing critical challenges like sustainable energy, human colonies on Mars, and advancements in artificial intelligence. (*Zimmerman 2017*)

Musk encourages others to think big, take risks, and pursue ambitious objectives. Perseverance and resilience are highly valued by Musk in the face of adversity. Despite encountering setbacks, he consistently demonstrates the ability to learn from failures and come back stronger. Musk encourages individuals to embrace failure as an opportunity for growth and persist even when odds seem unfavorable. Intellectual curiosity and continuous learning are hallmarks of Musk's approach. He advocates for the power of continuous learning and urges individuals to cultivate curiosity. Musk has explored diverse fields such as physics, engineering, and artificial intelligence, leveraging his interdisciplinary understanding to drive innovation. Ethical decision-making and accountability are significant to Musk. He expresses concerns about risks associated with artificial intelligence and actively advocates for responsible AI development. Musk encourages individuals to consider the broader impact of their work and prioritize the well-being of humanity. (*Simberg 2018*)

Musk is deeply committed to addressing climate change and promoting sustainable energy solutions. Through Tesla, he aims to expedite the global transition to sustainable transportation. Musk's focus on environmental consciousness reflects his belief in the responsibility of individuals and businesses to contribute positively to the planet. Collaboration and teamwork are paramount in achiev-

ing ambitious goals, according to Musk. He emphasizes assembling talented teams and fostering environments that encourage diverse perspectives and innovative solutions.

Effective communication and teamwork are valued as crucial elements in transforming ideas into reality. Musk advocates for long-term thinking and planning rather than short-term gains. He aims to build a sustainable future for humanity and often makes decisions aligned with his long-term vision, even if they don't yield immediate benefits. (*Bhuiyan 2022*) Musk encourages individuals to go beyond immediate gratification and consider the broader consequences of their actions. These ideals reflect Elon Musk's personal perspective and may not resonate with everyone. However, they offer valuable insights into his approach to personal growth and character development, evident through his life experiences and impact on various industries.

Jeff Bezos

Jeff Bezos, the founder and former CEO of Amazon, has conveyed certain principles related to personal development and building character throughout his career. While Bezos hasn't explicitly outlined a comprehensive philosophy on this subject, we can deduce his ideals from his behaviors and statements. (*"Jeff Bezos" n.d.*)

Consistently, Bezos has stressed the significance of prioritizing customer satisfaction. He believes in establishing a company centered around the needs and desires of customers, maintaining a mindset that puts customers at the forefront. This emphasis on delivering value to customers reflects an ideal of integrity and a commitment to serving others. Bezos is renowned for his long-term perspective and willingness to make bold investments with an eye on the future. He has emphasized the importance of patient capital and the readiness to take risks in order to achieve enduring success. This dedication to long-term thinking reflects ideals of perseverance, strategic vision, and resilience. Within Amazon, Bezos has fostered a culture of innovation, encouraging employees to experiment and take risks. He believes in embracing failure as an essential part of the learning process, and he has acknowledged that Amazon's success is built upon numerous failures. This ideal promotes a growth mindset, adaptability, and continuous learning. (*"Why Elon Musk's Compensation Plan Wouldn't Work for Most Executives" n.d.*)

Bezos has also emphasized the significance of operational efficiency and ongoing improvement. He strives to eliminate waste, optimize processes, and deliver products and services in the most efficient manner possible. This

focus on operational excellence embodies ideals of discipline, attention to detail, and a commitment to delivering high-quality results. Data and analytics play a crucial role in Bezos' decision-making process at Amazon. He believes in relying on objective information and metrics to guide business strategies and effectively allocate resources. (*"Elon Musk says taking Tesla private is 'best path,' shares jump | Reuters" n.d.*) This ideal promotes a rational, evidence-based approach to problem-solving and decision-making. Moreover, Bezos has exhibited an unyielding drive for growth and expansion, consistently seeking new opportunities and markets for Amazon. He believes in continuously pushing boundaries and broadening the horizons of what is possible. This ideal reflects an entrepreneurial spirit, ambition, and a willingness to embrace change and adapt to new circumstances.

Bill Gates

Bill Gates, the co-founder of Microsoft and a prominent philanthropist, has exemplified certain principles associated with personal growth and character development throughout his career and philanthropic endeavors. While Gates hasn't explicitly outlined a comprehensive philosophy on this subject, we can deduce his ideals from his actions and public statements. (*"Bill Gates — Complete Biography, History and Inventions - History-Computer" n.d.*)

Gates demonstrates a deep passion for learning and expanding his knowledge. He places great importance on intellectual curiosity and the pursuit of lifelong learning as catalysts for personal growth and development. Gates encourages individuals to embrace curiosity, explore new ideas, and remain receptive to fresh knowledge and perspectives. Known for his problem-solving skills and innovative thinking, Gates consistently tackles complex challenges and strives to develop innovative solutions. He encourages individuals to approach problems with a creative mindset, employing technology and critical thinking to drive positive change. (*"Bill Gates" n.d.*)

Gates has committed a substantial portion of his wealth and influence to philanthropic endeavors through the Bill and Melinda Gates Foundation. His focus includes addressing global health issues, reducing poverty, and improving education. Gates emphasizes the significance of giving back to society and making a positive impact on the lives of others. Ethical leadership and personal responsibility are core values for Gates. He emphasizes the need for transparency, accountability, and integrity in both personal and professional endeavors. Gates encourages individuals to make ethical choices and consider the broader implications of their actions.

Recognizing the power of collaboration and partnerships in addressing complex global issues, Gates believes in working together with governments, organizations, and individuals to leverage collective resources and expertise for maximum impact. He encourages collaboration to achieve shared goals and foster positive change. Gates maintains an optimistic outlook and believes in the power of persistence. He acknowledges that solving large-scale problems requires time and effort but remains committed to pursuing long-term solutions. Gates encourages individuals to stay resilient, persevere through challenges, and maintain a positive attitude toward achieving their goals.

Warren Buffett

Warren Buffett, the renowned investor and chairman of Berkshire Hathaway, has embodied certain principles related to personal growth and character development throughout his highly successful career. While Buffett hasn't explicitly outlined a comprehensive philosophy on this subject, we can deduce his ideals from his actions and public statements. (*Rushe 2011*)

Buffett places a great emphasis on integrity and ethical behavior. He believes in conducting business with honesty, transparency, and fairness. Buffett encourages individuals to make ethical choices, build trust, and prioritize long-term relationships over short-term gains. Buffett's insatiable appetite for learning and continuous improvement is well-known. He underscores the importance of expanding one's knowledge and developing a deep understanding of investments and businesses. Buffett encourages individuals to cultivate intellectual curiosity and engage in lifelong learning. (*"Success Story Of Bill Gates – A Life Filled With Successes" n.d.*)

Buffett advocates for a long-term approach to investing and patience in decision-making. He believes in focusing on the intrinsic value of investments and holding them for the long haul. Buffett advises individuals to resist the allure of short-term market fluctuations and base investment decisions on sound fundamentals. Despite his immense wealth, Buffett is recognized for his modest lifestyle and humble demeanor. He promotes living within one's means and avoiding excessive materialism. Buffett believes that character-building involves maintaining humility, valuing relationships over possessions, and utilizing wealth to benefit others.

Buffett highlights the importance of rational thinking and avoiding emotional bias in investment decisions. He encourages individuals to objectively analyze facts, make rational judgments, and resist succumbing to market

hysteria or herd mentality. Buffett believes that character-building involves developing discipline and emotional control. Buffett is a staunch advocate for philanthropy and has committed a substantial portion of his wealth to charitable causes. He believes in using his resources to make a positive impact on society and improve the lives of others. Buffett encourages individuals to give back and contribute to the betterment of their communities.

Sheryl Sandberg

Sheryl Sandberg, the Chief Operating Officer of Facebook and a prominent business leader, has embodied certain principles related to personal growth and character development throughout her career. While Sandberg hasn't explicitly outlined a comprehensive philosophy on this subject, we can deduce her ideals from her actions and public statements. (*"Sheryl Sandberg" n.d.*)

Sandberg is a passionate advocate for women's empowerment and gender equality. She actively promotes initiatives aimed at closing the gender gap in leadership positions and authored the book "Lean In" to encourage women to pursue their ambitions. Sandberg emphasizes the importance of empowering individuals and creating inclusive environments that provide equal opportunities for everyone.

Sandberg has openly discussed personal challenges and the significance of resilience in overcoming them. She has shared her experiences of grief and loss, demonstrating how she found strength to move forward. Sandberg encourages individuals to embrace resilience, learn from setbacks, and find ways to bounce back from adversity. Authenticity and staying true to oneself hold great value for Sandberg. She encourages individuals to embrace vulnerability and share their experiences and emotions honestly. Sandberg believes that being authentic allows for genuine connections and fosters personal growth. (*"human resource management | Building resilience – a chat with Sheryl Sandberg - Telegraph India" n.d.*)

Sandberg advocates for mentorship and providing support to others. She has spoken about the profound impact mentors have had on her career and stresses the importance of paying it forward. Sandberg encourages individuals to seek mentorship, offer support to others, and build a network of guidance and collaboration. Sandberg believes in the power of a growth mindset and continuous learning. She encourages individuals to embrace challenges, learn from failures, and consistently seek opportunities for personal and professional growth. Sandberg values a mindset that sees learning as an ongoing journey. Active involvement in philanthropic efforts and social causes is important to Sandberg. She uses her platform to advocate for

significant issues such as gender equality and education. Sandberg emphasizes the importance of giving back and leveraging one's influence and resources to make a positive impact on society.

Jack Ma

Jack Ma, the co-founder of Alibaba Group, has embodied certain principles related to personal growth and character development throughout his career. Although Ma hasn't explicitly outlined a comprehensive philosophy on this topic, we can deduce his ideals from his actions and public statements. Ma is renowned for his entrepreneurial spirit and belief in the power of innovation. He encourages individuals to think creatively, challenge the existing norms, and pursue their entrepreneurial dreams. Ma views entrepreneurship as a catalyst for personal growth and societal progress. (*Kaye et al. 2021*) or an average of \$50.7 billion per month. Furthermore, it could cost low- and middle-income countries ~ US\$52 billion (equivalent to US\$8.60 per person

Ma emphasizes the importance of perseverance and resilience when faced with challenges and failures. He openly shares his own experiences of rejection and setbacks. Ma encourages individuals to view failures as learning opportunities and to persistently pursue their goals. Ma believes in prioritizing the customer in business decision-making. He stresses the significance of understanding and meeting customer needs, providing exceptional user experiences, and building long-lasting relationships. Ma encourages individuals to prioritize customer satisfaction and create value for users.

Ma is an advocate of social responsibility and giving back to society. He has initiated philanthropic efforts, such as establishing the Jack Ma Foundation, which focuses on education, the environment, and public health. Ma believes in using success to make a positive impact and contribute to the well-being of others. Ma has a global vision and promotes cross-cultural collaboration. He encourages individuals to think beyond borders, embrace diversity, and bridge cultural gaps. Ma believes that cross-cultural understanding and collaboration lead to greater innovation and business success. Ma values continuous learning and the ability to adapt to changing circumstances. He emphasizes the importance of staying curious, being open to new ideas, and continually learning throughout life. Ma believes that learning and adaptability are essential for personal growth and success in a rapidly evolving world. It is important to note that these ideals are inferred based on observations of Ma's actions and public statements. While they provide insights into his approach to personal growth and charac-

ter-building, they may not encompass the entirety of his beliefs and may not resonate with everyone.

Capacity building

Capacity building entails the creation of a proper environment and framework to transact and develop the skills, abilities and resources of the individuals and institutions to enable them to pursue and achieve their goals in life. Capacity building can take place at various levels, including individuals, organisations, communities, and even nations. *(Nations n.d.)* It encompasses both personal and professional growth, aiming to enhance knowledge, expertise, and capabilities.

Skills Development

The capacity building focuses on improving skills and competencies relevant to specific goals. This may include technical skills, leadership abilities, problem-solving capabilities, communication skills, and more. It involves continuous learning, training, and practice to improve existing skills or develop new ones. Skills development is crucial for personal growth, professional advancement, and meeting the evolving demands of the modern world. *(“Skills Development - Personal Excellence” 2016)*

The initial step in enhancing one’s skills involves recognizing the skills that are pertinent to their goals or the demands of a particular job or field. These may encompass technical skills (such as programming or data analysis), soft skills (such as communication or leadership), or a combination of both.

Once the necessary skills have been identified, individuals can explore a range of learning opportunities to acquire or enhance those skills. These opportunities may include formal education, online courses, workshops, seminars, mentoring, on-the-job training, or self-study. It is crucial to engage in continuous learning and stay updated with new developments in the respective field to foster skills development. Mere acquisition of knowledge or theoretical understanding is insufficient. Skills development necessitates practice and application of the acquired knowledge. This can involve participating in practical exercises, projects, simulations, or real-world experiences to reinforce and refine the acquired skills.

Seeking feedback from mentors, instructors, or peers is vital for skills development. Constructive feedback aids in identifying areas for improvement and facilitates continuous growth. Reflecting on personal experiences and learning outcomes also assists in identifying strengths,

weaknesses, and areas that require further development. While concentrating on specific skills, it is important to cultivate transferable skills that can be applied across various roles or industries. These include skills like problem-solving, critical thinking, teamwork, adaptability, and effective communication. Transferable skills are highly valued by employers and contribute to overall career growth and versatility. Skills development is an ongoing process that extends throughout an individual’s life. The rapidly evolving global landscape, technological advancements, and changing job market necessitate continuous updating and adaptation of skills to remain competitive and relevant. *(Jordan.friedman 2023)*

Skills development plays a crucial role in personal and professional success. It empowers individuals to perform at their best, pursue new opportunities, overcome challenges, and contribute meaningfully to their chosen fields or endeavors. By investing in skills development, individuals can enhance their employability, broaden their horizons, and achieve their goals.

Knowledge Enhancement

Skills development and capacity building are closely related concepts that focus on enhancing individual and organizational capabilities. While skills development focuses on specific abilities and competencies, capacity building takes a broader perspective and encompasses the creation of a conducive environment for growth and development. *(Chen & Xu 2021)*

It involves providing access to information, education, and training opportunities to expand individuals’ understanding and expertise in their respective domains. This can be done through workshops, seminars, online courses, mentoring, or formal education. Resource Mobilization: Capacity building recognizes the importance of adequate resources to achieve goals. It involves facilitating access to financial, technological, and human resources that are necessary for individuals and institutions to succeed. Knowledge enhancement and capacity building are two interconnected processes that contribute to personal and professional development. They involve acquiring new knowledge, skills, and resources to enhance individual and organizational capabilities.

The relationship between knowledge enhancement and capacity building is symbiotic. Knowledge enhancement provides the foundation for capacity building by equipping individuals with the information and understanding necessary for growth. On the other hand, capacity building activities facilitate the application and practical implementation of acquired knowledge, turning it into

tangible skills and competencies. Together, knowledge enhancement and capacity building contribute to personal and professional growth, as well as the overall development of organizations and communities. By continuously expanding their knowledge base and building their capacity, individuals and organizations become better equipped to navigate complexities, seize opportunities, and effectively tackle challenges in their respective contexts.

Institutional Strengthening

Institutional strengthening and capacity building are interconnected processes that focus on enhancing the effectiveness, efficiency, and sustainability of organizations or institutions. While institutional strengthening aims to improve the overall functioning and performance of an organization, capacity building focuses on developing the necessary skills, knowledge, and resources to achieve that improvement. (*"Institutional strengthening - Appropedia, the sustainability wiki" n.d.*)

The capacity building extends beyond individuals and includes enhancing the capacity of organizations and institutions. This may involve improving governance structures, operational processes, strategic planning, and creating a supportive culture that promotes growth and innovation. The relationship between institutional strengthening and capacity building is mutually reinforcing. Institutional strengthening provides the framework, structure, and environment for capacity building initiatives to thrive. At the same time, capacity building activities contribute to the overall institutional strengthening process by building the skills, knowledge, and capabilities of individuals and teams, thus improving the organization's overall performance and sustainability.

Together, institutional strengthening and capacity building create a virtuous cycle of continuous improvement within organizations. By investing in both areas, organizations can enhance their efficiency, effectiveness, and adaptability to meet their objectives, deliver quality services, and achieve long-term success.

Collaboration and Networking

Capacity building often encourages collaboration, knowledge sharing, and networking among individuals and organizations. By fostering partnerships, learning communities, and cooperative efforts, it enables the pooling of resources, expertise, and experiences for mutual benefit. Collaboration and networking play crucial role in capacity-building efforts. Collaboration enables organisations and individuals

to combine their resources, whether it's financial, human, or technical, to achieve shared objectives. Through resource sharing, organisations can access expertise, infrastructure, funding, and other essential resources that may be lacking individually. (*ScienceStandards et al. 2015*)

Collaboration and networking facilitate the exchange of knowledge, best practices, and lessons learned. By sharing experiences and expertise, organisations can learn from each other's successes and failures, accelerating their own learning process and avoiding potential pitfalls. This knowledge-sharing enhances individual and organisational capacities.

Collaboration often leads to the generation of new ideas, innovation, and creative problem-solving. When diverse perspectives, skills, and expertise are brought together, synergies emerge, resulting in innovative solutions that may not have been possible individually. Collaborative environments foster creativity, encourage thinking outside the box, and inspire new approaches to challenges. Capacity-building initiatives often involve creating learning communities or networks where individuals and organisations can come together to share experiences, learn from each other, and engage in collective learning. (*Muijs et al. 2011*) These communities provide a supportive environment for continuous learning, growth, and development. Collaboration and networking enable collective advocacy efforts. By joining forces, organisations can amplify their voices, advocate for common interests, and drive positive change at a broader level. Collaborative advocacy has the potential to influence policies, shape public opinion, and address systemic issues that affect multiple organizations or communities. Collaboration and networking build strong relationships among individuals and organizations. These relationships foster trust, mutual support, and a sense of shared purpose, creating a foundation for long-term partnerships and collaborations. Strong relationships enhance the capacity of organizations to work together effectively and sustainably. (*"Research Collaboration and Networks" n.d.*)

Sustainability and long-term impact are crucial considerations in capacity-building efforts. The capacity building aims to create lasting change by strengthening the skills, knowledge, and resources of individuals and organisations. It focuses on building capabilities that can be effectively utilised and maintained over the long term, contributing to sustainable development.

Capacity building involves ensuring continuity and succession planning within organizations, developing the next generation of leaders and professionals who can sustain the impact and progress achieved. It enhances an

organization's adaptive capacity to navigate changing circumstances and challenges effectively, enabling long-term impact and success.

To ensure long-term impact, capacity building initiatives incorporate monitoring and evaluation mechanisms to assess effectiveness and make necessary adjustments. Collaborative efforts and partnerships are essential for sustained impact, leveraging diverse expertise and resources. Effective knowledge management preserves and shares acquired knowledge and best practices for continuous learning and improvement. Therefore, sustainability and long-term impact are central to capacity building efforts, promoting sustainable development, continuity planning, adaptive capacity, monitoring and evaluation, collaboration and partnerships, and knowledge management. These elements maximize effectiveness and create lasting positive change.

Basics of Capacity building

Communication & Public speaking

Effective communication and public speaking skills are integral to capacity building, playing a significant role in personal and professional development. Capacity building initiatives prioritize the development of strong communication skills. (*Wrench et al. n.d.*) Effective communication is crucial for expressing ideas, sharing information, building relationships, and resolving conflicts. By improving communication skills, individuals can articulate themselves clearly, listen actively, and interact effectively with others. This enhances their ability to collaborate, influence, and engage with stakeholders in diverse contexts. Public speaking is a specialized form of communication that holds great importance in capacity building. Public speaking skills empower individuals to deliver compelling presentations, engage audiences, and effectively convey their message. Whether addressing a large gathering, delivering persuasive pitches, or facilitating workshops, strong public speaking skills command attention, inspire confidence, and leave a lasting impact. (*Publisher 2016*)

Persuasive communication skills are often emphasized in capacity building. These skills enable individuals to influence others, garner support for their ideas, and drive positive change. By mastering persuasive techniques, individuals can convincingly articulate their viewpoints, address objections, and engage in constructive dialogue. Effective persuasion and influence contribute to successful collaborations, partnerships, and advocacy efforts.

Communication skills are crucial for building and nurturing relationships. Capacity building focuses on

developing interpersonal communication skills that foster trust, understanding, and collaboration. By cultivating effective communication strategies, individuals can establish rapport, manage conflicts, and foster positive relationships with colleagues, stakeholders, and clients. (*Weinland 2023*) Strong interpersonal communication skills contribute to a supportive and harmonious work environment.

In today's interconnected world, capacity building recognizes the significance of cross-cultural communication skills. These skills enable individuals to interact respectfully and effectively with people from diverse cultural backgrounds. By understanding and appreciating different perspectives, cultural nuances, and communication styles, individuals can bridge cultural gaps, foster inclusivity, and navigate intercultural collaborations successfully.

Active listening is a critical communication skill emphasized in capacity building efforts. Active listening involves attentively and empathetically understanding the speaker's message, asking clarifying questions, and providing thoughtful responses. By developing active listening skills, individuals can enhance their understanding, build rapport, and facilitate effective communication and problem-solving. By prioritizing communication and public speaking skills in capacity building initiatives, individuals can enhance their ability to express ideas, engage with others, influence decisions, and build productive relationships. These skills contribute to personal growth, professional success, and effective collaboration, ultimately leading to positive and sustainable outcomes.

Time Management

Time management plays a crucial role in capacity building, significantly impacting personal and professional effectiveness. (*"Time Management 101 - How To Manage Time For The Win" 2021*) Capacity building initiatives emphasize the development of time management skills to enhance productivity. Effective time management enables individuals to prioritize tasks, allocate appropriate time to each activity, and maintain focus on key objectives. By optimizing time usage, individuals can accomplish more in less time, increasing overall productivity and efficiency. Time management helps individuals align their actions with their goals. By setting clear objectives, breaking them down into manageable tasks, and allocating time for each task, individuals can work systematically towards their goals. Effective time management ensures that individuals dedicate sufficient time and effort to tasks that contribute to their professional and personal growth, advancing their capacity development. (*"Time Management Essentials" n.d.*)

Capacity building recognizes the importance of maintaining a healthy work-life balance. Time management skills enable individuals to allocate time not only for work-related tasks but also for personal activities, self-care, and leisure. By effectively managing their time, individuals can reduce stress, prevent burnout, and maintain a balanced lifestyle, fostering overall well-being and sustainable capacity development. Time management facilitates prioritization, allowing individuals to identify and focus on high-priority tasks. It involves assessing the urgency and importance of various activities, making informed decisions about task sequencing, and allocating resources accordingly. By effectively prioritizing tasks, individuals can concentrate their energy on activities that have the greatest impact on their capacity building goals.

Effective time management helps individuals optimize their workflow. It involves organizing tasks, utilizing tools and techniques, and streamlining processes to minimize time wasted on non-essential activities. By adopting efficient workflows, individuals can eliminate unnecessary delays, reduce bottlenecks, and maximize their capacity building efforts. Time management skills enable individuals to adapt to changing circumstances and manage unexpected demands on their time. It involves being proactive, anticipating potential disruptions, and having contingency plans in place. By developing adaptability and flexibility in time management, individuals can effectively respond to unforeseen challenges without compromising their capacity building objectives. (Arlington 2018) Time management is an integral aspect of capacity building as it enhances productivity, supports goal achievement, reduces stress, promotes work-life balance, enables prioritization and focus, improves workflow efficiency, and fosters adaptability. By mastering time management skills, individuals can make the most of their available time, optimize their capacity building efforts, and achieve sustainable growth and development.

Work place Etiquette and Professionalism

Professionalism and workplace etiquette are crucial elements of capacity building that contribute to the success of individuals and organizations. Capacity building emphasizes the development of a professional image and demeanor. Workplace etiquette involves presenting oneself in a manner that reflects professionalism, integrity, and respect. This includes adhering to appropriate dress codes, maintaining a positive attitude, and demonstrating good manners. (*Model Rules of Professional Conduct - Table of Contents* n.d.) By embodying these qualities, individuals establish a professional image that enhances their credibility and reputation. Workplace etiquette highlights

the importance of clear and respectful communication. Capacity building efforts focus on developing communication skills that foster effective collaboration, teamwork, and positive relationships. This involves active listening, using appropriate language and tone, and considering others' perspectives. By practicing these communication skills, individuals create a respectful and productive work environment conducive to capacity building.

Workplace etiquette emphasizes treating colleagues, superiors, and subordinates with respect and dignity. Respectful behavior involves valuing diversity, practicing inclusivity, and maintaining professionalism in all interactions. By showing respect for others' ideas, cultures, and boundaries, individuals contribute to a harmonious and supportive work environment that nurtures capacity development. Workplace etiquette emphasizes the importance of time management and punctuality. Being punctual for meetings, assignments, and deadlines demonstrates professionalism and respect for others' time. Effective time management ensures individuals allocate their time efficiently, complete tasks on schedule, and contribute to overall workplace productivity and effectiveness.

Workplace etiquette underscores the significance of ethical conduct. Capacity building initiatives prioritize ethical behavior, integrity, and adherence to organizational values and policies. By upholding ethical standards, individuals contribute to a trustworthy and ethical work environment, promoting professionalism and fostering a culture of integrity and accountability.

Workplace etiquette encourages collaboration and teamwork. Capacity building efforts focus on developing skills for effective collaboration, conflict resolution, and providing constructive feedback. By fostering a culture of teamwork, individuals can leverage their collective strengths, support each other's growth, and enhance overall capacity building efforts. Workplace etiquette promotes a mindset of continuous learning and professional development. Capacity building initiatives encourage individuals to seek opportunities for growth, engage in self-reflection, and pursue ongoing learning. By embracing a learning mindset, individuals stay updated with industry trends, acquire new skills, and contribute to their capacity building journey. By practicing workplace etiquette and professionalism, individuals create an environment conducive to capacity building. They contribute to positive work dynamics, foster trust and collaboration, and enhance overall productivity and effectiveness. Workplace etiquette and professionalism are integral components of capacity building efforts, enabling individuals and organizations to thrive and achieve long-term success.

Conclusion

In a nutshell, the journey of empowering growth through nurturing leadership and capacity building is crucial for achieving long-term success in any endeavor. By investing in the development and support of individuals, organizations can unlock their full potential and create a culture of excellence. Effective leadership fosters innovation, collaboration, and resilience, enabling teams to navigate challenges and seize opportunities. Furthermore, capacity-building initiatives provide the necessary tools, knowledge, and skills to adapt to an ever-changing landscape. Through these combined efforts, individuals and organizations can not only achieve their goals but also become catalysts for positive change in their communities and industries. By recognizing the value of empowering growth, we pave the way for a brighter future, where leaders thrive and success becomes a shared accomplishment.

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