



# INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS | ISSN: 2320 - 2882

*An International Open Access, Peer-reviewed, Refereed Journal*

The Board of  
International Journal of Creative Research Thoughts  
Is hereby awarding this certificate to

**Nithyanandan M**

In recognition of the publication of the paper entitled  
**A STUDY ON DIFFERENT LEADERSHIP AND INITIATIVE SKILLSETS FOR MANAGERS TO BECOME EFFECTIVE LEADERS IN THE DIGITAL ERA IN FOOD PRODUCT COMPANIES**

Published In IJCRT ( [www.ijert.org](http://www.ijert.org) ) & 7.97 Impact Factor by Google Scholar

Volume 10 Issue 7 July 2022 , Date of Publication: 24-July-2022

UGC Approved Journal No: 49023 (18)

PAPER ID : IJCRT2207586

Registration ID : 223751

Scholarly open access journals, Peer-reviewed, and Refereed Journals, Impact factor 7.97 (Calculate by google scholar and Semantic Scholar | AI-Powered Research Tool) , Multidisciplinary, Monthly Journal



  
EDITOR IN CHIEF

**INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS | IJCRT**  
*An International Scholarly, Open Access, Multi-disciplinary, Indexed Journal*

Website: [www.ijcrt.org](http://www.ijcrt.org) | Email id: [editor@ijcrt.org](mailto:editor@ijcrt.org) | ESTD: 2013



# INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS | ISSN: 2320 - 2882

*An International Open Access, Peer-reviewed, Refereed Journal*

The Board of  
International Journal of Creative Research Thoughts  
Is hereby awarding this certificate to

**Dr.Sivakumar V**

In recognition of the publication of the paper entitled  
**A STUDY ON DIFFERENT LEADERSHIP AND INITIATIVE SKILLSETS FOR MANAGERS TO BECOME EFFECTIVE LEADERS IN THE DIGITAL ERA IN FOOD PRODUCT COMPANIES**

Published In IJCRT ( [www.ijert.org](http://www.ijert.org) ) & 7.97 Impact Factor by Google Scholar

Volume 10 Issue 7 July 2022 , Date of Publication: 24-July-2022

UGC Approved Journal No: 49023 (18)

PAPER ID : IJCRT2207586

Registration ID : 223751

Scholarly open access journals, Peer-reviewed, and Refereed Journals, Impact factor 7.97 (Calculate by google scholar and Semantic Scholar | AI-Powered Research Tool) , Multidisciplinary, Monthly Journal



  
EDITOR IN CHIEF

**INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS | IJCRT**  
*An International Scholarly, Open Access, Multi-disciplinary, Indexed Journal*

Website: [www.ijcrt.org](http://www.ijcrt.org) | Email id: [editor@ijcrt.org](mailto:editor@ijcrt.org) | ESTD: 2013