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LEADERSHIP IS ALL ABOUT EMPOWERING OTHERS.

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“You are defined not just by your capabilities but by the choices you make.”

-Satya Nadella.

A young boy borne to simple yet intellectual parents in Hyderabad believes that along with the value system imparted by his parents, it was cricket that shaped the contours of his professional and personal life “no matter where i am, this beautiful game is always in the back of my mind. The joy, the memories, the drama, the complexities and the ups and down – the infinite possibilities.” But this young boy is not a cricketer. He is the CEO of the tech giant company Microsoft – Satya Nadella. He is a true leader with a strong vision for his company, its employees and humanity.

Satya Nadella, the CEO of Microsoft, has often spoken about how his passion for cricket has influenced his leadership style and approach to management. He has drawn parallels between the principles of cricket and the dynamics of leading a successful organization, applying valuable lessons from the sport to his role at Microsoft. Cricket and being CEO are two different arenas of profession but he has ensured that he takes lessons from cricket field to his CEO’s office. The first thing he learned from cricket was to compete fiercely and passionately in the face of fear and uncertainty while also developing a healthy respect for rivals without becoming intimidated. It is crucial to compete with all of your might and show your institutions the utmost respect if you want to stay ahead of the fierce competition in the tech industry, where a plethora of start-ups and firms are capturing the market and innovating. Nadella's first lesson has made him a principled guy and capable leader.

The second thing he discovered is about collaborative decision-making which is very crucial skill in today’s post-modernism era. He encourages group collaboration and cross-functional teamwork through collaborative decision-making methods. Nadella encourages a culture where a variety of viewpoints are taken into account during the decision-making process and values the opinions of staff members at all levels. As Nadella himself stated that it is critical to put team first, ahead of personal statistics and recognition, the way it happens in cricket. It’s the team performance that helps in winning the match, not just individual star performance. This lesson is true for his profession as well, when a strong minded team can only deliverer best quality results. Nadella believes that one brilliant character who does not put team first can destroy the entire team.

One notable event that significantly contributed to Satya Nadella's development as an empathetic leader was a personal experience he faced with his son. In his book "Hit Refresh: The Quest to Rediscover Microsoft's Soul and Imagine a Better Future for Everyone," Nadella shared an emotional account of his son's battle with cerebral palsy. This life-altering event not only shaped his personal outlook but also had a profound influence on his leadership style and approach.

Nadella's journey as a parent navigating the challenges of his son's condition instilled in him a deep sense of empathy and understanding. He experienced firsthand the struggles faced by individuals with disabilities and their families, fostering a profound appreciation for the importance of inclusivity and compassion.

This personal experience helped Nadella develop a heightened sensitivity to the needs of others, both within and outside the workplace. It encouraged him to cultivate a culture of empathy within Microsoft, emphasizing the significance of understanding and supporting the diverse perspectives and challenges faced by employees and customers.

Nadella's empathetic leadership style, shaped by this personal experience, has influenced his decisions and initiatives within Microsoft, fostering a work environment where individuals feel valued, respected, and understood. His commitment to promoting diversity, inclusivity, and a culture of compassion has become a cornerstone of his leadership philosophy, making him a highly respected and admired figure in the corporate world.

When it comes to making decisions about how to handle job pressure, a CEO must find this balance because a lot of people will be attentively observing him and looking up to him as an icon or role model. Nadella emphasizes the need of promoting a healthy work-life balance. Since there are boundaries, he has worked hard to make sure that managers at his company don't add to employee discontent by sending out late-night emails. The distinctions between work and personal life are becoming more and more blurry, especially with the development of remote employment. Employee well-being should never be compromise.

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Nadella places his belief in clear communication at all levels of his organization. He devoted much of his first year listening to employee at every level of his company. In Satya Nadella's own words – Anything is possible for a company when its culture is about listening, learning and harnessing individual passions and talents to the company's mission. Creating the cultural change which delivers a growth mindset, to be customer obsessed, diverse, inclusive and working is chief job as CEO.

Nadella emphasises on importance of creating a supportive work environment where employees feel comfortable seeking help and support when facing work related stress. Recently he exemplified this by calling on fellow business leaders to avoid spying on their employees who Nadella believes to be successful in career one needs to embrace the power of present. Excelling in current role is more crucial rather them fixating on future positions.

When an employer focus on his/her own unique contribution to organization and world, he thrives well in his career is the guru Mantra for his team members. He firmly believes that for massive career growth it is important to find deeper meaning and purpose in the work you are undertaking.. Viewing challenges as opportunities helps in embracing change and adaptability, but it is through these challenges that one reaches new height in career.

With the fast-paced nature of modern living, fierce rivalry, a workaholic lifestyle, and rising rates of anxiety and depression, mindfulness has been essential in assisting Microsoft CEO Satya Nadella in overcoming obstacles in both his personal and professional life. It has given him a useful tool for stress management, building resilience, and keeping his equilibrium in the face of the demands of leadership.

One mantra that today's Gen Z should learn: "Fall seven times, stand up eight." Thus, even though it's acceptable to make mistakes, picking yourself up after a fall shows that you have what it takes to achieve in all you do and will keep you going in life. Celebrate your fall with a growth mentality, understanding that it taught you something and that you'll take all the required safety measures to walk with assurance and optimism the next time. Nadella thinks that his achievements are a result of the lessons he took away from his mistakes. This learning from Nadella can also be equated to his lessons learnt from cricket, because in sports too failure and success works like a cycle with its own share of ups and downs.

The ability to bring clarity where it is lacking is the most crucial—and frequently underappreciated—quality that any leader should possess. To him, the qualities of leadership are threefold: providing energy, providing clarity, and eventually determining how to propel achievement in a society that is overly restricted.

To succeed in life, we must admit that there are things you just do not know. If you do this, you immediately close off any chance to learn more and encounter alternative viewpoints as soon as you declare yourself an expert. He has learned three words that have had the biggest impact on his life: "I don't know." When he learnt to be comfortable with not knowing, he began to grow and learn. True leadership is creating an atmosphere that lets each person's brilliance blossom, not trying to solve every problem. With regard to Satya Nadella, he continues to lead Microsoft and exemplifies that emotional intelligence is a powerful that can affect how individuals lead in the tech sector and beyond. Satya Nadella exemplifies leadership style, hard work, dedication, humbleness and positive mindset. There is a lot to learn from his life live a well-balanced and meaningful life.

Nadella has led significant change within Microsoft, focusing on fostering a culture of innovation, inclusivity, and growth. His emphasis on a growth mindset, focus on innovation, cultural transformation, adoption of cloud services, strategic acquisitions, and partnerships, and customer-centric focus have enabled Microsoft to adapt to changing market dynamics and drive continuous growth and success. For Nadella, Leadership is about empowering others and valuing their perspectives and the two great mantra for leading a balanced life is to get connected with the world in professional life and be in solitude and being in present will give one tremendous energy to grow in life.

In conclusion, the leadership experiences and attributes of Satya Nadella highlight the significance of flexibility, empathy, customer focus, inclusion, innovation, and a distinct vision in contemporary leadership. Aspiring leaders hoping to have a positive impact in the corporate sector might draw inspiration from his narrative.

“Be passionate and bold. Always keep learning. You stop doing useful things if you don’t learn.” – Satya Nadella

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