

A Review on Grass roots Leadership- an impact

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Abstract:

This paper reviews the grassroots leadership in different structure and examined the impact towards leadership development. The findings were very useful to develop learning processes to cater the need to combine the informal learning processes with formal leadership development program. This paper also explains the various respondents characteristics with different attitudes and behaviours. This paper also reveals the various successful leaders and leadership development processes. The various successful leadership patterns were highlighted for the better leadership development processes. Grassroots leadership improved the community well-beings have been discussed. Thus this paper demonstrates the leadership in grassroots and its impact are reviewed.

Keywords: Grassroots, learning processes, leadership development, informal leadership

Introduction

This Grassroots Leadership review paper is a development Guide for Grassroots Leaders and a great Support for huge Organizations as well as to the Funders. The grassroots leaders support the democracy in most of the cases and encourages towards healthy communities in various parts of the world. The important logic under the grassroots leadership was underlying this strategy was that grassroots leadership will grow through Foundation-supported programs that help find and nurture hidden talent, build trust, and encourage cooperation among potential citizen leaders. Such programs seek to improve the capacity of participants to solve broad problems facing society and to deliver better. , the evaluation of research in the case of effective grassroots leadership is a vital group of any community.

This paper also provides an overview of the research findings and in turn designed to bring out a meaningful discussion of grassroots leadership skills training techniques. This paper broadly covers two area and one is assessment of effects of management in local government by using grassroots leadership by integrating the research work published for two decades and second one is to find the methodology to strengthen the grassroots leadership and to identify the gap in strengthening the grassroots leadership techniques in local governments.

Objective of this paper was to

- discuss the public responsibility for individual citizens
- improve their understanding of creativity as applied to their activities;
- encourage collaboration within communities
- Improve cooperation between various sectors in communities;
- Improve the leadership skills of the individuals in communities.
- Focus on grassroots leadership needs for traditionally underrepresented groups in inner-city neighbourhoods and rural communities.

All local government is responsible for the effective management and delivery of the important public services like provisions of the basic amenities in the local, cleaning the garbages in the streets, helping elderly and providing public services to the needy citizens(Tobin et al. n.d.) .The street level leaders play an important role in shaping the society by delivering the local public services. The management of local government is a major issue for researchers and policy makers(Wang 2007).

There is a perception that grassroots leadership democracy improves the local governance. The grassroots leadership enhances the empowerment of local people and creates accountability of the local society and thus captures the local politics(Bardhan & Mookherjee 2006).

(Wang 2007) studied the impacts of village elections in rural China using data of 48 villages for the period of 1986–2002 and they analysed the accountability of the village committee and local fiscal sharing. Elections are found to substantially improve the share of public expenditures in the village budget, but minimise the shares of administrative costs and income handed to the town- ship government. These findings revealed that elections have improved the accountability of the village committee, but weakened local fiscal sharing and the state's grip. No strong evidence was found that state taxation was affected by elections.

(Lindfield 2016) analysed the policies based on the political leadership particularly in developing nations. He also emphasised the importance of leaderships capabilities and motivations and their impact towards weakening the institutions and governance processes.

In order to strengthening the governance and its mechanism through ensuring transparency, accountability and efficiency in public administration. They also analysed the understanding of leaders at the national level and all the attempts are based on biographical in nature. They identified the leadership model so that researchers all over the world be able to identify the leadership styles mainly associated with success and failure. However there is no systematic way in local level leadership model .

There are many environmental factors that influence the success of the leaders but those things cannot be made as the patterns for other leaders author stresses. However the model kit for successful leadership in the local level had been tried with a lot of questions. They had tried to give the broad understandings and explanations about the successful and failure of model of leadership at local governance particularly in developed nations.

(Coppock et al. 2013) discusses the Collective action of the people and their strength in tackling the problem of their community. They reiterated that the Collective action is an effective tools in solving the communities problem particularly amidst weak people in highly populated. They had well documented some of the practical examples in north central Kenya.

They also analysed the importance of small group formation and how it was effectively functioned were also analysed. Through this group their lifestyles were improved effectively were documented. Groups have also concentrated health and educational issues for their betterment of the life. Grassroots innovations played major role in development of Kenyan region.

Some of the failures happened in community development owing to poor leadership selection. Right selection of leadership would enhance the fiscal management as well as risk management thereby improving their livelihood. Some of the activities undertaken were like microfinance, effective health management and community education.

(Pal 2008) analysed the effective planning in bottom level leadership based structure in kolakata, West Bengal .The local body had initiated many activities towards the betterment of the underdeveloped groups. They also concentrated a particular group named Durbar Mahila Samanwaya Committee (DMSC) since they got success in developing the local community through empowerment.

They also analysed another group of organization Unnayan and they found inconsistency in success for their work. The reason was that they planned the old things which were not innovative and they failed to identify the needed things for the development of the people. This paper also compared the two organizations and concluded the best ways for successful leadership model at the bottom level at kolkatta.

(Lawreniuk & Parsons 2018) investigated the Cambodian union movement and their activities in global production network. It demonstrated the Cambodian union association, particularly male domination and hierarchy malfunction. They also proved the failure of various reason like strike, independence of structure of the union. Paper mainly analysed few factors in union such as grassroots support and the male dominated, hierarchies of leadership, within global production networks.

(Laura et al. 2016) explored the key role of Social networks and their strength in changing the structure of the community. “A 3-stage ideas were introduce to analyse the relation of social media, the potential of social media as a predictor of existing placemaking capacity in neighbourhoods”. The study results revealed that Facebook is the widely popular network in communities.

(Martiskainen 2017) studied the role of community leadership in the improvement of grassroots innovations. They asked many questions like “When community leaders initiate energy projects, what types of skills and knowledge practices do they utilise to nurture grassroots innovations?” Grassroots innovations are generally improved by social and sustainability motives, and urbanized by civil society groups.

They used mixed methods approach containing interviews and site visits. Results revealed that the community leadership supports the improvement of grassroots innovations.

Conclusion:

This paper analysed the grassroots leadership and its various activities of the organizations and studied. Full potential of the grass roots leadership have not been implemented were informed in most of the papers. However the ideas and lesson from their study can be the platform for effective implementation of the grassroots leadership as an ideal strategy for the development of the community.

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