

An executive summary of the final report of work done on the Minor Research Project of **Ms. Shwetha Rasquinha**, entitled *Effectiveness of Leadership Training Programme to Youth – An Experimental Study on Youth of Southern India*” sanctioned by UGC, vide sanction letter No. **1444-MRP/14-15/KAMA002/UGC-SWRO** dated 4-2-15

Leadership is an exciting subject in constant evolution. Studies abound in every sense and have very broad range of theories, researches and approaches. But, our democratic society requires and depends upon ethical leadership in all of our institutions and communities, but we frequently experience confusion about the meaning of leadership and disappointment in the quality of our leaders. Leadership is not intuitive, but the result of proper training and experience. The peculiar skills required of a leader are universal in the sense that its essence is not affected by changes in time or location. Developing country like India requires leaders to transform the society. These leaders should empower the needy and nurture them to change. Raising people consciousness and transcending their self interest for others is the responsibility of a transformational leader. Hence the leader should be strong role model to the followers with high set of moral values and identity. Present study aims at training the youth to be transformational leaders who can create vision for change.

The core objective of this study was to design a training module for developing the leadership skills and study its effectiveness on ability for objective analysis of social realities, development of talents and abilities as a change agent and contribute ideas to the educators and practitioners working with young students. A total of 85 samples who were with in the age group of 15-20 years were studied at two stages namely, before the training programme and after the training programme. Pre test, post test experimental group without control group design is considered wherein a single test group is selected before the introduction of the intervention. The intervention module is then introduced and the impact of that is studied again after a month of gap from the last date of termination of the programme. Effectiveness of the module is measured by comparing the results of before and after phase.

Training Module was prepared and was experimented on the respondents. Module had various components for developing leadership skills. They include theoretical concepts of leadership, social problems and skills, analysis of social realities, talent shows and religious pluralism. Creative techniques of training like presentations by expert, cell activities, visits, Audio Visual presentations were effectively used to meet the objectives.

The training module used in the study has enhanced the competency and expanded the perspective, made the youth understand the dynamics in the society and triggered interest in them to take initiative to be the change agent. It has helped the youth to discover themselves and develop the confidence required to lead. Major findings and summary of the study are presented here below:

- It was found that out of total respondents 30 were the members of associations and 55 were not associated with any organization or association. Membership of the study samples in any other organization can contribute to the results of the study as the effectiveness of the training can be better on them. However a larger portion of samples not being a member is advantage for this study as the result obtained in the study can be attributed to the training module only
- The training module which contained the analysis of social realities has resulted in better understanding of poverty, its causes and effects among the respondents. Before the training number of respondents who rated that their awareness on poverty related issues as 'very much' had increased to a great extent at the post training phase i.e., from 1% to 46% showing that intense training programmes can sensitize the youngsters to social realities
- It seen that before going through the training programme, more than half of the total respondents had no idea about which vulnerable group they can work as a part of their social responsibility. Such respondents constituted 62.4%. It reduced to 12% after the training programme because the training exposed them to different target groups and helped them to realize that they can show their leadership in working for such groups.
- A very small portion of respondents constituting 6% and 12% had a chance to interact with the slum and HIV positive children before the training programme and others stated that they never had such chances. Training programme which had visits and interactions with these target groups has exposed all the respondents to their realities.
- In continuation of the visit, analysis of what they see and learning from it is equally important. But it is revealed in the present study that the respondents constituting 87% had never thought or analyzed the situation of the vulnerable children. But the after the training programme 76% of the respondents said that they analyzed the causes and conditions of these children and had a better understanding of the situation. This will develop the social skills in the youngsters which is a very important skill for a emerging leader.
- In their ability of speaking in defense of others in need, there has been remarkable change as only 8% stated that they were very confident and at the later stage 21% stated that they were feeling very confident. However a noticeable portion of 14% respondents still remained undecided even after the training indicating that short training programmes may not be very helpful in developing a skill. This suggests that skill specific programmes, can be more beneficial to the youngsters.
- Respondents readiness to speak in a public gathering has not changed significantly after the training programme indicating the moderate impact of training on developing this skill. Figures have proved this fact as the ones who said they are not sure of this ability remained same (22%) even before and after the training. However it has developed some participants confidence to take chance if they are asked to speak in a gathering. Public

speaking is a skill that requires intense training. Short term trainings may not give good result in developing a skill.

- Respondents of the study who did not have a role model in their life constituted 28% and this number reduced to 25% after training programme. None of them had social leader as a role model but after the training 28% respondents accepted social leaders as their role model.
- The component of promoting multi religious spirit and multi culturalism has benefitted the respondents in having better knowledge about other religion. Buddhism, Jainism, Christianity, Hinduism and Islam are the different religions to which the respondents were exposed. The post assessment phase has revealed that the impact of the training is good and such programmes can be useful in forming our youth.

Various components of the training programme namely social analysis, platform to showcase the talents, exposure to multi cultures, witnessing the social realities followed by the analysis are dealt with immense importance and through the serious deliberation by experts. Youth community can bring about a change in the society and hence we need to cater to their needs according to the signs of time. One such attempt has been this research study which proves the importance of training programme and its effectiveness.

Based on the study the researcher gives following recommendations:

- Youth should be trained consistently in order make them as change agents
- Any training on skill development should be long term in nature
- Practical component and theory can be very effective method of training the youth for developing leadership skills
- Trainings on social issues and skills should be a part of the extra curricular activities in schools and colleges
- Every youngster should get an opportunity to be a member of any organization/ movement that gives them the opportunity to develop their leadership skills
- Various modules on training the youth should be developed and empirically checked to assess its effectiveness

A good leader is the symbol of unity in the group. Mankind cannot do without leaders. Therefore we need good leaders who can unite the society for a realistic and genuine cause. Social process is a core of human life. Meaning of leadership should not be confined to narrow sphere of politics but to the social process itself. A society achieves real stability only when youth as units of number of social organizations form a corporate whole and so adapt themselves to the environment so as to contribute to greatest participation of the greatest number in all types of social activities.

Leadership is about increasing the motivation and maturity of followers. Therefore training programmes should work towards overcoming leader's passivity and developing their ability to take responsibility for their own learning.