European Journal of Business & Social Sciences
Available at https://ejbss.org/
ISSN: 2235-767X
Volume 04 Issue 12
December 2016

Leadership: A Study of Select Shakespearean Plays

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Abstract

Shakespeare, arguably the most celebrated writer who ever lived, died on April 23 in 1616. World Book Day is held on this date to recognize the passing of the Bard, as well as the death of Miguel de Cervantes and Inca Garcilaso de la Vega, two titans of Spanish-language literature, on exactly the same date. The work of England's revered wordsmith both captured the spirit of his time – presenting blood, bawdiness, passion and politics to packed-out Elizabethan playhouses – and echoed down through the centuries. His writing has been translated into more than 100 languages, while the words he coined in English – from addiction to negotiate – still shape the way we think and speak today.

Keywords: *English Literature on Shakespeare, Shakespeare on Leadership, Shakespeare in Leadership Keypoints*

Introduction

From Henry V to Titus Andronicus, Richard III to Anthony and Cleopatra, Hamlet to Macbeth - Shakespeare analyzed and mapped the minds of probably the most unpredictable, dynamic, and interesting pioneers that history and writing have given us. Research from a portion of the world's top business colleges shows how these profoundly modern maps of leadership that Shakespeare plotted – can be orientated on contemporary difficulties – and help the present heads explore to progress.

ISSN: 2235-767X
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Joseph L Badaracco Jr., Professor of Business Ethics at Harvard Business School stated: "Think about Shakespeare's Julius Caesar. You could find out as much about leadership from that play as you would from perusing any business book or scholarly diary."

The preeminent life span of Shakespeare's characters is amazing – and the purposes behind his proceeded with pertinence to our lives more than 400 years after the fact are complex. Critically, Shakespeare comprehended and expounded on individuals of varying social statuses. The battles his characters confronted were all inclusive and profoundly relevant to the world we live in today – urgently, to the universe of contemporary business.

Leadership Studies as an order is of ongoing starting point; nonetheless, ideas, for example, "driving" and "leadership" are moderately old. "Leadership," the term, shows up in 1828 in Webster's An American Dictionary of the English Language. Yet, the idea is age-old and is accepted to have begun from the earliest starting point of our progress. Pundits may allude to the beginning of the idea of leadership to the occasions when rulers controlled and the occasions related with the introduction of legends and courageous stories of legendary or genuine saints. Subsequently, the beginning of leadership and pioneers can be followed from the hour of the development and advancement of human advancements. The improvement of the idea has been where pioneers have established the framework of civic establishments and they have additionally been influenced by the changes, development and advancement of those human advancements. Every development throughout the entire existence of mankind has been imaginative and has had something remarkable to offer to the investigation of leadership.

Prime Aspects and Analytics

The investigation of pioneers, driving and leadership has been important to researchers from different scholastic controls. Leadership Studies has developed as an autonomous scholarly field of study and is additionally a multidisciplinary field of information enquiry. At the beginning, the central spotlight is on leadership with

ISSN: 2235-767X
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regards to associations and in human life [1]. This is on the grounds that a solitary disciplinary methodology has neglected to address all the elements of driving and leadership. Thus, its beginning obtains a great deal from other scholarly teaches, and both the methodologies—social constructionism and essentialism—have affected upon the talk in different habits. With this, it has created as a lot of scholarly teaching methods and the control incorporates a large group of sub-fields and is loaded up with definitions, hypotheses, styles, capacities, capabilities, and chronicled instances of effective and various rulers and pioneers. Each order has something one of a kind to add to the comprehension of the idea of leadership, pioneers and driving. Prior Leadership Studies was separated into subgroups, to be specific, Business Leadership, Educational Leadership and Political Leadership—explicitly including a solitary disciplinary methodology. In any case, during the 1980s, a framework of academicians, coaches and specialists dismissed the single disciplinary way to deal with the investigation and practice of leadership and presented multidisciplinary approach for its teaching method. The striking researchers in the field of Leadership Studies incorporate, however are not restricted to, Bruce Avolio, Bernard Bass, Warren Bennis, James McGregor Burns, Georgia Sorenson and Barry Posner. Ralph Stogdill's [2] article "Individual Factors Associated with Leadership: A Survey of the Literature" (1948) is refered to as a significant book in understanding the idea of leadership. Further, Joseph Rost, well known essayist and teacher at the School of Leadership and Education Sciences, University of San Diego, Victor Vroom, expert to GE and American Express and educator at the Yale School of Management, have contributed essentially towards dynamic and leadership; Gary Yukl [3] teacher at the University of Albany, is praised as a main author on Organizational Leadership.

Over the most recent couple of decades, we have seen the consideration of Literature in an assortment of orders. "Multidisciplinary studies' and 'multiculturalism' being key terms in the scholarly world—mostly in the Social Sciences and the Humanities—different college disciplines have begun reinforcing their prospectuses right now. Human science, Anthropology and History, for instance, infer a ton of references from the scholarly world to contextualize chronicles overlooked or revamped. So does the recently created control of Leadership Studies.

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This paper contends that a solitary disciplinary methodology neglects to address an artistic convention and group in Leadership Studies. It centers around consideration of Literature into the order. The initial segment manages a short presentation on the incorporation of Literature in Leadership examines followed by how Shakespearean writings can be utilized as contextual analyses to encourage leadership issues. The paper contends that abstract writings help in creating alternate points of view and understanding various issues in leadership.

Remembering Shakespeare for Leadership Studies, particularly in business homerooms, has its own benefits. William Shakespeare seemingly is one of the main figures among journalists of any age. Imperative to make reference to here is that from nursery rhymes to class course books, from the method of instructing verse to show, from referring to occurrences of human condition to asserting the specialty of comprehensiveness, Shakespeare's works have been promoted all through the various ages. There have been conventional course books on analysis, kids' course book arrangement on Shakespeare's stories, books of erotica dependent on Shakespearean topics, re-perusing and re-composing of Shakespeare and there are various renditions of Shakespeare's plays. There is additionally Shakespeare for show, for parody, for catastrophe, for verse, for sentiment, for parody and Shakespeare for post-imperialism and women's liberation. Various different talks have demonstrated over and over that Shakespeare has accomplished an unmatched status that infrequently some other author has accomplished up until now. Samuel Johnson [4] places him over all the cutting edge authors. He says, "Shakespeare is over all essayists, in any event over every single present day author, the writer of nature; the artist that holds up to his perusers a devoted reflection of habits and of life". He further proclaims that Shakespeare appropriately emulates fundamental human instinct. His plays delineate something which is 'widespread' instead of simply being a social marvel: His people demonstration and talk by the impact of those general interests and standards by which all personalities are unsettled, and the entire arrangement of life is proceeded moving. In the compositions of no different artists a character is time after time a person; in those of Shakespeare it is normally an animal varieties [4].

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There are various such occurrences where Shakespeare is respected, deciphered and utilized for various circumstances and purposes. Shakespearean plays have been appreciated for their plot, characters and wonderful quality. Alexander Pope [5], for instance, in the prelude to The Works of Shakespeare Volume I (1723) composes: The verse of Shakespear (sic) was motivation: without a doubt, he isn't such a lot of an imitator, as an instrument of nature; and it isn't so just to say that he talks from her, as that she talks through him. His characters are such a lot of nature herself, that it is a kind of damage to call them by so inaccessible a name as duplicates of her… each and every character in Shakespear, (sic) is as a lot of a person, as those in life itself; it is as difficult to locate any two the same.

Harold Bloom [6] goes above and beyond and offers credit to Shakespeare for "the creation of the human". He declares that "the early current English was molded by Shakespeare; The Oxford English Dictionary is made in his picture". He includes further: "Later current individuals are as yet being molded by Shakespeare, not as Englishmen, or as American ladies, however in modes progressively post-national and post-sexual orientation". In spite of the fact that with the developing ubiquity of various speculations, for example, Post-Structuralism, Deconstructionism and Marxism, the acclaimed 'all inclusiveness' of Shakespeare has been placed into question, it has demonstrated advantageous to Shakespearean Studies; and what we have rather is there are different Shakespeares.

Key Points and Assorted Dimensions on Leadership

Leadership or driving is a social build [7-9]. It is talked about as an intuitive and complex procedure where a pioneer influences the devotees as well as influence him/her. An audit of writing uncovers an advancing arrangement of ways of thinking from the Great Man hypothesis and Trait hypothesis to Transformational leadership. The early hypotheses of leadership will in general spotlight on the qualities, attributes and conduct of fruitful pioneers. The customary ways to deal with leadership, viz., the Trait approach, Behavior or Style approach, and the Situational Leadership approach, are condemned in the present age because of their tight points of view which neglect to cover all parts of leadership and driving. It bombs by virtue of

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absence of observational confirmations to demonstrate that attributes and conduct of pioneers are liable for powerful leadership. The conventional hypotheses conceptualize pioneers as dynamic players and supporters as uninvolved. Predominantly, pioneers have been seen as individuals with interesting qualities not the same as that of adherents. Leadership relations are regularly spoken to with regards to social pecking order and typically comprehended as circumstances that are socially foreordained. In any case, later speculations on leadership start to consider the job of devotees and the logical idea of leadership [10].

The investigation of leadership is inadequate without including Humanities [11]. It is humanities that provisions a rich establishment for understanding the setting of leadership and it offers a huge vault of data about ethical quality and human conduct that ranges after some time and across societies [12]. Subjects, for example, History, Literature, Philosophy and Religion offer a rich foundation for the investigation of leadership. This is on the grounds that the point of human sciences is to give "information that is acceptable in itself and to teach residents to live and settle on decisions in a free society" [12]. A large portion of the commitment in the development and improvement of Leadership Studies originates from Management and Social Psychology yet Humanities gives the premise to comprehend the hypothetical viewpoints. Today numerous business colleges have begun including scholarly messages to educate leadership. For instance, in an article entitled "Can Shakespeare Really be a Useful Management Tool?" distributed in The Independent on 18 January 2007, by Peter Brown draws our consideration towards the new Management course called 'Governmental issues, Power and the Art of Influence' propelled by the Said Business School, Oxford. Right now features the up and coming pattern, among the Management instructors, to utilize Shakespearean plays for showing exercises in leadership and the executives. Intended for experienced officials, it consolidates Shakespeare's history play, Julius Caesar, pretend and current administration hypothesis. This is only one model. There are numerous administration organizations which utilize scholarly messages to show leadership and the executives. By and large, the greater part of the commitment in the development and improvement of Leadership Studies originates from Management

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and Social Psychology however Humanities gives the premise to comprehend their hypothetical angles.

It is around the finish of the twentieth century that administration instructors and specialists began investigating works of works of art to infer exercises in leadership and the board. The genuine stimulus to this new pattern concocted the production of an article entitled "How Business Schools Lost Their Way," in May 2005, in the Harvard Business Review, by two exceptionally mainstream academicians in the field of Leadership Studies, to be specific, Warren G. Bennis and James O'Toole [13]. Their article made a positive disarray in business colleges corresponding to the progressions required in the educational plan.

Before the finish of the twentieth century, presenting artistic writings among business the board understudies began another pattern in the United States and the United Kingdom, which got mainstream with the production of various books and articles concentrating on scholarly messages to show exercises in the board and leadership. Paul Corrigan [14] Shakespeare on Management proceeds to utilize Shakespearean plays to show the brain research of leadership. He investigates how Shakespeare through his plays present before us the various jobs a pioneer can take and the various abilities should have been a fruitful pioneer. Further, Shakespeare on Management: Wise Business Counsel from the Bard by Jay M. Shafritz [15] investigates most well known points in business, from mergers to acquisitions, and office governmental issues and strategic maneuvers to advertising. Another significant work right now holds consideration and has become a hit is Power Plays: Shakespeare's Lessons in Leadership and Management. It is a joint exertion of Tina Packer and John O. Whitney. The journalists, featuring the conspicuous inquiry of the multifaceted nature of surveying Shakespeare in business the executives, make their methodological explanations understood and note down the purposes behind which Shakespearean Studies stay significant:

Legitimizing Shakespeare, as it were protecting writing, has been a piece of the standard while we outline the teaching method of Leadership Studies. Despite the idea of the discussion, researchers have widely managed the issue of finding

ISSN: 2235-767X
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Shakespearean characters and topics in the light of the equivalent. Joseph L. Badaracco [16] , for instance, utilizes works of genuine essayists as contextual investigations to show business morals. In his book Questions of Character: Illuminating the Heart of Leadership through Literature, he contends that writing assists pioneers with creating individual responses to explicit inquiries. Centerpieces give amazing points of view on central quandaries looked by administrators and officials. For instance, Badaracco justifies the investigation of Arthur Miller's play Death of a Salesman (1949) to advance the two recommendations about dreams and sums up how inside our general public we have solitary or huge number of dreams that take us towards progress (2006, 11). Refering to artistic or recorded circumstances, consequently, encourages us in finding human situations in a superior route than perusing hypothetical exercises about way of life.

The pattern of utilizing abstract writings has pulled in numerous a researcher rehearsing Leadership Studies in instructive undertaking. James G. Walk [17], for instance, gives an imaginative commitment to the investigation of associations. In a seminar on leadership at Stanford University he investigates the issues associated with driving and leadership utilizing acclaimed works, for example, War and Peace (1869) and Don Quixote (1605). Walk utilizes writing to look at a lot of issues identified with leadership, and further explores questions concerning the harmony between private life and open obligations, creativity and guiltlessness, assorted variety and combination, and the articulation and control of sexuality. Warren Gamaliel Bennis [13] in his book On Becoming a Leader (2003) adopting a social constructionist strategy contends that when we sustain people with cultural leadership aptitudes, we add to their development of taking duties. This book fills in as a signal of understanding, digging into the characteristics that characterize leadership. In India, it is at Indian Institute of Management, Ahmedabad, since 1989, Professor S. Manikutty and Professor S.P. Singh [18] have been encouraging a course entitled "Leadership: Vision, Meaning and Reality" in light of writing. In spite of the fact that a model of impersonation, it was first of its sort in Quite a while. The course was exceptionally well known among graduate understudies and saw some positive changes. They archive their encounters of the course and conversations in Essence of Leadership: Explorations from Literature (2010). The book contends that

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understanding leadership is extremely about getting life and this beginnings with increasing a comprehension of oneself. They start with Cervantes' showstopper Don Quixote (1604) featuring the hero's 'high' fearlessness. This is trailed by different writings that feature significant issues: desire and reason in Chinua Achebe's Things Fall Apart (1958), confidence versus reason in Bertolt Brecht's The Life of Galileo (1937-39), arousing the human soul in Bernard Shaw's Saint Joan (1924), credibility in Girish Karnad's Tughlaq (1964) and Mudrarakshasa (fourth or fifth century) by Visakhadatta, pioneer and society in Arthur Miller's All My Sons (1947), job of hallucinations in Ibsen's The Wild Duck (1884) and A Doll's House (1879) and the epic Mahabharata for advancement of point of view. Its impediments, notwithstanding, incorporate the indistinguishable attribution of writings absent a lot of methodological explanation in addition to the route writings of various periods and societies housed under one class.

Conclusion

Consequently, presentation of scholarly messages into business homerooms has become a pattern in the cutting edge period. Ostensibly, this is on the grounds that writing serves to present the fundamental issues in life which can't be isolated from the issues in leadership. As it were, both the issues of life and leadership are indistinguishable. In the event that we take an Aristotelian view point, writing acquaints us with the conjured up universe however it isn't a long way from the genuine one. Plus, writing additionally animates reflection on the issues of life. Oliver Williams, a researcher of religion and business morals, contends that "accounts that 'sound valid' acquire us contact with the totality of our humankind". Aristotle in Nichomachean Ethics asserts that the best training ought confer data as well as build up our ability to feel and identify in light of the fact that to feel enjoyment and agony appropriately or wrongly has no little impact on our activities. Writing is additionally useful in stirring mindfulness with respect to those issues which an individual might not have encountered legitimately however should be set up for. Robert Brawer states: "The qualities and bits of knowledge we gather from genuine writing sharpen us to ourselves and, by expansion, to the issues intrinsic in overseeing individuals in an association". Writing is additionally well known in Leadership Studies and Business Management study hall since stories or narrating

ISSN: 2235-767X
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strategy is hugely refreshing for being engaging. Stories open the innovative side of human psyche; Martha Nussabaum recommends that "narrating and abstract envisioning are not contradicted to discerning contention, however can give fundamental fixings in an objective contention". She explains the job of writing in balanced contention as "a morals of unprejudiced regard for human nobility will neglect to connect genuine individuals except if they are made fit for entering inventively into the lives of far off other and to have feelings identified with that cooperation" (1995, xiv). It is commonly seen that addresses by incredible pioneers incorporate narrating as a system to make standards concrete for the adherents. The barrier of presenting writing in business study halls proceeds. Gardner [23] contends that narrating is a focal piece of crafted by pioneers. Howard Gardner declares that "primarily through the narratives they (pioneers) relate" the human condition. In this way, narrating and stories have become an indispensable piece of Leadership Studies and Business Management study halls. Presenting Shakespeare in such homerooms not just assists understudies with understanding the premise of his composition, they likewise comprehend the human quandary in an alternate manner.

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