

## **Emotional Intelligence Strengthens Effective Leadership. New Indian Professor at HHL Leipzig Graduate School of Management.**

*Emotional Intelligence Strengthens Effective Leadership. New Indian Professor at HHL Leipzig Graduate School of Management.*

Prof. Dr. Radha Sharma is the new Holder of the ICCR Chair of Corporate Responsibility & Governance at HHL Leipzig Graduate School of Management. She succeeds Prof. Vasanthi Srinivasan who had been holding the ICCR Chair with great commitment for the past year. The Chair is kindly supported by the Indian Council of Cultural Relations (ICCR), an institution affiliated with the Indian Ministry of External Affairs. Prof. Dr. Sharma, who held the Raman Munjal Chair of Leadership & Organization Building and the Professorship of Organizational Behavior & Human Resource Development at the Management Development Institute (MDI) in Gurgaon, India, gives insights into her focus of research and teaching. Prof. Dr. Sharma is one of the world's leading researchers in the fields of emotional intelligence, leadership and burnout for senior and top-level management.

With her research in the field of emotional intelligence (EQ), behavior scientist, Prof. Radha Sharma draws a parallel s to between the intelligence quotient (IQ) and EQ for its significance in individual performance, for example that of a manager. Research across the globe has confirmed that emotional intelligence plays a significant role in leadership effectiveness, performance on the job and business outcomes. Prof. Sharma explains, "Emotional intelligence (EQ) comprises of a set of competencies which vary according to the role requirement. IQ helps people get a job but EQ helps people go up the ladder and sustain their position." Emotional intelligence is needed not only by corporate organizations but also by the civil society. Hence, Prof. Sharma teaches it as a core subject in the MBA program in Public Policy at MDI, India, and also conducts executive development programs for the corporate sector. According to the newly appointed HHL professor, humanistic management, a very recent research field, is needed for inclusive growth and the well-being of people, organizations and society.

In the past, Prof. Sharma has successfully completed projects supported by World Health Organization (WHO) and Indian Ministry of Health, UNESCO, Academy of Management, the McClelland Center for Research and Innovation and International Development Research Centre.

Most of her research is empirical in nature, based on data collected from industry or organizations. All this research has relevance for practice and policy. She also uses the findings of her research in teaching and executive development. "In one of my research projects on middle and senior level business managers, I have identified emotional intelligence competencies required for transformational leadership to bring about change in the organization." In other research supported by the World Health Organization and Indian Ministry of Health, Prof. Sharma identified what causes burnout among managers from the manufacturing and service industry which not only increases organizational health expenditure but also causes absenteeism and adversely affects organizational productivity. In yet other research Prof. Sharma studied how to prevent executive burnout.

As a Chair-holder at HHL, she will support the business school in the further development of the Leipzig Leadership Model. She is going to add her expertise related the impact of emotional intelligence on effective and sustainable leadership and innovation. As the ICCR Chair-holder, Prof. Sharma would also like to offer yoga and meditation classes at HHL. She, based on her research, believes that these rejuvenating exercises, if practiced regularly, help to relieve stress, prevent burnout and promote well-being. "I would like to familiarize people with the Indian culture and I would be interested in a cross-cultural study of organizational behavior, leadership and humanistic management," says Prof. Sharma about her goals at HHL.

HHL Leipzig Graduate School of Management

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Anlage: Bild

