

UNLOCK YOUR LEADERSHIP

Mastering the Art of Influence and Management



Ananya Swain
Dr. P. Dolly Diana
Dr. Preeti Bala Tripathi
Dr. Ila Agarwal

Unlock Your Leadership: Mastering the Art of Influence and Management



**India | UAE | Nigeria | Uzbekistan | Montenegro | Iraq |
Egypt | Thailand | Uganda | Philippines | Indonesia**
www.nexgenpublication.com

Unlock Your Leadership: Mastering the Art of Influence and Management

Authors:

Ananya Swain

Assistant Professor,
Economics and Finance, ASTHA School of Management

Dr. P. Dolly Diana

Assistant Professor
Karunya School of Management
Karunya Institute of Technology and Sciences, Coimbatore

Dr Preeti Bala Tripathi

Assistant Professor
Working in Institute of Management Studies Ghaziabad (University
Courses Campus) and SME in Golden Gate University

Dr. Ila Agarwal

Professor
Hindu College (Guru Jambheshwar University ,Moradabad)
Moradabad

Copyright 2025 by Ananya Swain, Dr. P. Dolly Diana, Dr Preeti Bala Tripathi and Dr. Ila Agarwal

First Impression: April 2025

Unlock Your Leadership: Mastering the Art of Influence and Management

ISBN: 978-81-19477-76-0

Rs. 1000/- (\$80)

No part of the book may be printed, copied, stored, retrieved, duplicated and reproduced in any form without the written permission of the editor/publisher.

DISCLAIMER

Information contained in this book has been published by Nex Gen Publications and has been obtained by the Authors from sources believed to be reliable and correct to the best of their knowledge. The authors are solely responsible for the contents of the articles compiled in this book. Responsibility of authenticity of the work or the concepts/views presented by the author through this book shall lie with the author and the publisher has no role or claim or any responsibility in this regard. Errors, if any, are purely unintentional and readers are requested to communicate such error to the author to avoid discrepancies in future.

Published by:
Nex Gen Publications

Preface

Leadership is more than a position or a title—it is a lifelong commitment to growth, influence, and positive change. *Unlock Your Leadership: Mastering the Art of Influence and Management* is the result of a collaborative effort by five authors, each with distinct journeys, experiences, and perspectives on what it means to lead in today's dynamic world.

As we came together to write this book, we realized that leadership today demands much more than technical skills or organizational power. It requires emotional intelligence, adaptability, authenticity, and the ability to connect deeply with others. Each chapter reflects a blending of our diverse insights from the worlds of business, education, entrepreneurship, management, and coaching. Together, we aim to provide a holistic guide that speaks to the heart and mind of every aspiring and seasoned leader.

This book is not just about managing teams or achieving organizational goals; it is about mastering the subtle art of influence, nurturing trust, and fostering innovation. We have woven practical strategies, real-world examples, and thought-provoking exercises throughout these pages to make this a truly actionable guide.

Our collective hope is that *Unlock Your Leadership* serves as a catalyst for your personal and professional growth. Whether you are stepping into your first leadership role or are a seasoned executive seeking renewal, this book invites you to reflect, challenge yourself, and unlock the leader within.

We believe that leadership is not a destination but a continuous journey—and we are honored to walk a part of that journey with you.

Welcome to the beginning of a new chapter in your leadership story.

Acknowledgement

Writing this book has been a journey of collaboration, reflection, and shared purpose. As five co-authors, we are united by a common vision: to empower current and future leaders to lead with authenticity, influence, and impact. This work would not have been possible without the support, guidance, and inspiration of many individuals and communities.

First and foremost, we extend our heartfelt gratitude to our families. Your unwavering patience, encouragement, and love provided the foundation upon which this book was built. To our spouses, children, and close friends—thank you for believing in us and giving us the space to pursue this endeavor.

We are deeply thankful to our mentors, colleagues, and professional networks who have shaped our understanding of leadership over the years. Your insights and experiences have enriched our perspectives and informed the content of this book.

Special thanks to our editorial team and publishing partners for their meticulous attention to detail and commitment to excellence. Your expertise ensured that our collective voice was both coherent and compelling.

We also acknowledge the countless leaders, both renowned and unsung, whose stories and actions have inspired the principles discussed in this book. Your examples serve as beacons for those striving to make a positive difference.

Lastly, to our readers—thank you for embarking on this journey with us. Your desire to grow and lead with purpose is the reason this book exists. We hope it serves as a valuable resource in your leadership journey.

With gratitude,

Ananya Swain
Dr. P. Dolly Diana
Dr. Preeti bala Tripathi
Dr. Ila Agarwal

About the Authors



Ananya Swain is an Assistant Professor specializing in Economics and Finance at ASTHA School of Management. She is currently pursuing her Ph.D. in Economics at KIIT Deemed-to be-University. She has completed her Graduation in B.A. Economics and Postgraduation in M.A. Economics from Ravenshaw University. She has also completed her MBA in Finance from Maharaja Agrasen Himalayan Garhwal University, equipping herself with a multidisciplinary understanding of finance and economic systems. Before joining ASTHA, Ananya taught B.Tech students at KIIT University, where she was recognized for her dynamic teaching approach that effectively integrates theoretical concepts with practical applications. Her teaching philosophy focuses on creating engaging courses that bridge the gap between textbook and real-world scenarios. She employs tangible examples to help students master case study analyses and apply practical solutions systematically. Her exceptional communication skills have made her a standout faculty member, fostering an environment of clarity and enthusiasm among her students.

Ananya's research interests include Health Economics, Digital Economics, Monetary Economics, Econometrics, and Political Economics. She has made notable contributions as a Research Assistant on an ICSSR-funded project. In February 2023, her paper titled "Evaluation of the generic medicine in the state of Odisha: An exploration of 'Pradhan Mantri Bharatiya Janaushadhi Pariyojana (PMBJP)' in the twin-city of Odisha" was recognized as one of the top ten papers out of 200 at a Research Symposium, earning her awards for Best Paper and Best Poster Presentation. Her interpersonal skills and collaborative spirit have made her a valued colleague in academic circles and an

inspirational figure for students. Beyond academia, Ananya has presented her research work in many institute of repute like IIT Madras, IIT Bhubaneswar, MET Institute of Management and so on. She has also authored herself in multiple peer-reviewed and UGC-Care journals articles. She is also a Lifetime Member of Odisha Economic Association.



Dr. P. Dolly Diana, an esteemed Assistant Professor (Selection Grade) at Karunya Institute of Technology & Sciences, exemplifies academic excellence and unwavering dedication in the fields of Human Resource Management and Finance. With a Ph.D. and an MBA from Sri Krishna Devaraya University, Dr. Dolly is committed to shaping the minds of future leaders through her extensive knowledge and innovative teaching methods.

In the classroom, Dr. Dolly brings courses such as Organizational Behaviour, Human Resource Management, and Strategic Management to life with her dynamic approach. Her ability to engage students fosters a stimulating learning environment that encourages critical thinking and practical application of concepts.

Her research interests delve into crucial areas like Employee Engagement, Work-Life Balance, and Leadership. Notable publications include studies on Corporate Social Responsibility, perceptions of Online vs. Offline Pharmacies, and the impact of leadership styles on organizational stress—each contributing valuable insights to contemporary discussions in management.

Dr. Dolly's commitment to continuous learning is evident through her numerous online certifications from prestigious institutions like Coursera, covering topics from International Leadership to Managing Employee Performance. Her active membership in professional

bodies such as ISTD and ISTE further highlights her dedication to the field.

As both an educator and researcher, Dr. P. Dolly Diana stands as a beacon of inspiration at Karunya Institute, blending theoretical acumen with practical insights to foster a dynamic and engaging learning environment for her students.



Dr. Preeti bala Tripathi Is working As an assistant professor at the Institute of Management Studies (University Courses Campus), she has more than 12 years of teaching experience at different national and international universities. Apart from that, she is also working as a consultant at the London School of International Business. She is also associated as a SME at Galoden Gate University with an upgrade.



Dr. Ila Agarwal is a distinguished professor in the Teacher Education (B.Ed., M.Ed.) Department at Hindu Degree College, Moradabad. Her journey as a permanent faculty member began in 2001 when she joined NKBMG College, Chandausi. Over the past 24 years, as an educator, Dr. Agarwal is deeply committed to shaping future teachers who will significantly contribute to nation-building. She firmly believes that training future educators is an art that nurtures and refines hidden talents, ensuring that the next generation can make meaningful contributions both personally and professionally. Understanding that students are the backbone of the nation's future, she emphasizes the teachers play crucial role in guiding them. She advocates for a holistic approach to education, ensuring that students receive moral, ethical, and emotional support to become well-rounded individuals. She believes that teachers are not just educators but mentors and counselors who guide students in both their personal and professional

journeys. Dr. Ila Agarwal continues to inspire generations of aspiring teachers, ensuring that they are equipped to make a lasting impact on society and due to her approach and contribution in the field of education she has been awarded "Pride of India" in 2018, again in 2018, "The APJ Abdul Kalam Award", "The Indian Icon Award" in 2024 & in March 2025 Glantor X media portal has featured her amongst 100 powerful personalities of India.

A number of research papers of Dr Agarwal have been published in National and international journals. A poetry book of Dr I Agarwal entitled as "Antarman" has also been published in 2019 by blue Rose Publication New Delhi. She also holds variety of other important positions like academic Counselor of IGNOU, guest lecturer, external examiner, research guide and many more.

Table of Contents

<i>Chapter 1:</i>	1 - 16
<i>The Foundations of Leadership</i>	
<i>Chapter 2:</i>	17 – 33
<i>Discovering Your Leadership Style</i>	
<i>Chapter 3:</i>	34 - 48
<i>The Power of Influence</i>	
<i>Chapter 4:</i>	49 - 66
<i>Mastering Communication for Impact</i>	
<i>Chapter 5:</i>	67 - 82
<i>Building and Leading High-Performance Teams</i>	
<i>Chapter 6:</i>	83 - 98
<i>Strategic Thinking and Decision-Making</i>	
<i>Chapter 7:</i>	99 - 113
<i>Leading Through Change and Innovation</i>	
<i>Chapter 8:</i>	114 - 129
<i>The Journey to Leadership Mastery</i>	

ABOUT THE AUTHORS



Ananya Swain

Associate Professor

Economics and Finance, ASTHA School of Management



Dr. P. Dolly Diana

Assistant Professor

Karunya School of Management

Karunya Institute of Technology and Sciences, Coimbatore



Dr. Preeti Bala Tripathi

Assistant Professor

Working in Institute of Management Studies Ghaziabad (University Courses Campus) and SME in Golden Gate University



Dr. Ila Agarwal

Professor

Hindu College (Guru Jambheshwar University ,Moradabad)



India | UAE | Nigeria | Malaysia | Montenegro | Iraq | Egypt | Thailand | Uganda | Philippines | Indonesia

Nex Gen Publications || www.nexgenpublication.com || info@nexgenpublication.com