

Critical Analysis of Netaji Subhas Chandra Bose's Leadership Qualities: A Study in Soft Skills and Personality Development

Bhagoji, Manisha D

ICERT, Pennsylvania, USA

Abstract

The soft skill training courses discuss a lot of leadership qualities. Many other present and historical figures are studied as part of leadership study. *Netaji Subhas Chandra Bose* as the name suggests exhibits a great number of qualities that made him a great leader. The present research paper focuses on the critical analysis of his qualities with the help of existing accounts of his works and contributions that made him a mighty and successful leader. Although several researchers speak about Netaji's contribution to Nationalism and Independence, however considering his efforts from the Leadership Personality point of view, have rarely been studied before in detail as a soft skill project. Of course, his personality as a great leader is known to all maybe that's the reason he is entitled to 'Netaji', but enumerating and elaborating his qualities with the modern perspective considering the latest traits of leadership in soft skills and critically evaluating the characteristics of his personality may broaden the sense of understanding of his leadership. This study may add some crucial points in the soft skill & personality development study to practice and help society create potential good leaders. Leaders can be made but creating the best leader is a need of time. Having the ideal model for great leaders to follow, and celebrating his qualities will influence the present distracted society to get back on track and work in the right direction in making the present generation a good leader/s.

Keywords: Mighty Leader, Personality traits, soft skill study, micro- qualities, critical analysis.

Case Study: (The case study is based on and organizations are avoided to mention, Abduction Reasoning, the names of people following the research ethics.) A good

professional and a visionary leader in private higher educational institution, lost many opportunities to lead the team and to utilize valuable talent due to work politics, specifically the manager/supervisor's insecurities. Over some time, the professional seemed to be working merely following the work routine losing interest in the work moreover, s/he lost the confidence of being capable of doing something great.

So, the result observed here is the innate qualities were crushed by external factors and damaged the skillsets of the blooming professional/s. Just like industrialization, due to the invasion of the machines in production of goods, human skill was ignored and turned them deskilled.

In short, the possibility here comes up like, if the innate qualities can be crushed; though not permanently but to certain extent, then they can also be regained or developed. Now if it can be developed then it creates a good scope for every individual to flourish their leadership qualities. How to regain and encourage those qualities is the matter of another research to be discussed in another research paper, however in this paper good leadership

qualities are observed considering Netaji Subhash Chanra Bose as an exemplary leader.

According to the modern soft skills courses and professionals, below mentioned characteristics are the main features that a leader should possess to be a successful leader. While examining those characteristics, the leadership qualities of Netaji Subhash Chanra Bose were also analyzed and tried to match with them, the result of this analysis is described below.

1. Reliability/ Integrity: According to professionals, integrity is considered one of the most crucial characteristics for effective leaders. It is a fundamental quality that fosters trust and the well-being of a team or organization. Netaji Subhas Chandra Bose demonstrated unwavering integrity in his pursuit of nationalism. His commitment to a free India and his relentless efforts towards achieving it are greatly commendable. In present times, soft skill trainers emphasize the significance of integrity as a foundational trait for good leadership. When compared to modern-day leaders, Netaji's dedication to his nation and his battle for freedom is unparalleled, yet he

remains an exemplar of integrity as a remarkable leader.

2. Pioneering: For the successful run and to maintain the enthusiasm and energy of an organization, innovation is once again believed a crucial quality in a leader. It is not solely the responsibility of the leader to be innovative, when necessary, but also to create an environment that encourages team members to think innovatively as well. The leader should foster a space for open discussion and a willingness to explore new ideas.

During his involvement in the non-cooperation movement led by Mahatma Gandhi, Subhash Chandra Bose was a nationalist who worked closely with his political mentor, Chitranjan Das. Bose served as an educator and commandant of the Bengal Congress volunteer, taking the initiative to start a newspaper titled Swaraj. After his release from prison, Bose also held the position of general secretary for the Congress Party.

3. Scrupulousness: Honesty, also known as scrupulousness, is a crucial trait that every great leader possesses. The proverb

"Honesty is the best policy" holds true, as observations show that successful leaders always adhere to this principle. Honesty builds trust and reliability among followers. An excellent example is Netaji, who garnered not only trust but unwavering support from the people when he sought military support to achieve his nationalistic aspirations.

4. Self-assurance/ Confidence: Self-confidence is a crucial characteristic for any individual, especially leaders, to succeed in doing things differently. Netaji, a prominent leader in the fight for nationalism, demonstrated remarkable self-confidence in his approach. He was able to connect with other countries and gain external support for his nationalistic goals through his unwavering self-assurance. In comparison to other leaders of his time, Netaji exhibited himself as a powerful leader, displaying practicality, quick decision-making abilities, and efficient problem-solving skills. However, it is important to note that self-confidence can also have its drawbacks, as leaders must be prepared for potential risks and negative consequences.

5. Pragmatic: Netaji was known for his visionary mindset and exceptional knowledge. With a clear understanding of his missions and visions, he meticulously planned and executed strategies to achieve his national goals. As the president of the Indian National Congress in 1938, he formulated a policy for broad industrialization, which diverged from the traditional Gandhian economic approach. Despite facing opposition from other leaders, Netaji's practical and unique perspective allowed him to successfully implement decisions that ultimately worked in favor of India's independence. His leadership skills exemplified the importance of not needing constant validation to thrive.

6. Public Speaker/ Orator: Leadership is also dependent on good public speech; one is supposed to be a good speaker in terms of conveying and convincing the crowd about the intention that a leader pursues to achieve the goal for everyone. Good leaders are good orators. Netaji unquestionably was a good communicator. His speech contained some slogans which are still alive in modern

times. Ex: '*Delhi Chalo*', '*Jai Hind*', and "*Tum Muze Khoon do Main Tumhe Azadi Doonga*" (Give me Blood and I'll give you Freedom) the slogan from his speech was quite powerful that most of the youngsters joined his army to be the soldiers to fight against British Raj for freedom of India.

7. Entrustment: Entrusting tasks effectively involves not just assigning responsibilities but also identifying the right individuals for those tasks. Netaji Subhas Chandra Bose was indeed adept at both delegation and discernment.

His ability to recognize the potential in people and assign them roles where they could excel was remarkable. In the formation of the Azad Hind Fauz, Netaji displayed a keen eye for talent, picking individuals who exhibited leadership qualities, dedication, and a strong commitment to the cause of Indian independence. He didn't just stop at selecting individuals; he also ensured that they were adequately trained and empowered to carry out their responsibilities effectively.

Moreover, Netaji collaborated with Rash Bihari Bose to establish the Indian

Independence League in Japan, leveraging the support of Indians living there. This collaborative effort showcases not only his ability to delegate but also his aptitude for identifying allies and leveraging their strengths for a common purpose.

In essence, Netaji's leadership reflected not just the art of delegating tasks but also the skill of recognizing and harnessing the capabilities of individuals, a quality that's crucial for effective leadership.

8. Decision-making Skill: A leader's ability to make sound decisions, especially in challenging circumstances, is a hallmark of effective leadership. Netaji Subhas Chandra Bose's decision-making ability was indeed influenced by his spiritual mentors, Swami Vivekananda and Ramakrishna.

Netaji's deep understanding of their teachings instilled in him a strong moral compass and a sense of duty towards his nation. This moral guidance played a pivotal role in his decision-making process. His choice to leave his studies at the University of Cambridge in England to return to India and serve the nation amid socio-political turmoil showcased his

commitment and prioritization of the greater good over personal pursuits.

Netaji's decisions were not impulsive but rooted in a deep understanding of the prevailing circumstances and the needs of the hour. His analytical skills, honed through both formal education and spiritual guidance, allowed him to assess situations comprehensively and make calculated, principled decisions.

The influence of his spiritual mentors provided him with the clarity and conviction needed to navigate complex situations and make choices that aligned with his vision for India's independence. Netaji's decision-making skills, guided by moral principles and a deep understanding of the socio-political landscape, indeed exemplify the impact of spiritual guidance on effective leadership.

9. Problem-Solving Skills: Netaji Subhas Chandra Bose was renowned for his resilience and problem-solving abilities. His determination to fight for India's independence led him to explore various avenues, even in the face of adversity. His trip to Germany in 1941 to seek support for the Indian National Army and subsequently

rebuilding it in 1943 upon arriving in Singapore highlighted his unwavering commitment to the cause of Indian independence. His refusal to give up, coupled with his resourcefulness and ability to find solutions in the face of adversity, solidified his reputation as a remarkable problem solver and a resolute leader in India's struggle for independence.

10. Fair Attitude: Netaji Subhas Chandra Bose indeed embodied the essence of fair and egalitarian leadership. His commitment to treating every soldier in the Azad Hind Fauz fairly, regardless of their class or gender, was exemplary. The establishment of the Rani Jhansi regiment, led by Captain Lakshmi Swaminathan, highlighted Netaji's dedication to gender equality in the armed forces—an unprecedented move during that era. His leadership wasn't bound by conventional biases or discriminatory practices; instead, it was characterized by a resolute belief in equal opportunities and treatment for all. Netaji's legacy stands as a testament to the transformative power of fair and unbiased leadership in shaping a more inclusive and just society.

11. Self-motivated: Great leaders don't wait for external motivation; they are inherently self-driven. Subhas Chandra Bose tirelessly dedicated himself to India's independence struggle, exemplifying this trait of intrinsic motivation.

12. Humility/ Passion: Humility isn't just a choice; it's a natural quality that arises from awareness. Leaders who work selflessly for noble causes often embody this trait without realizing it. Jim Collins' book "Good to Great" highlights how the humble behavior of leaders contributes to the growth of companies.

Netaji Subhas Chandra Bose exemplified humility alongside his passion, which fueled the creation of a formidable army to challenge the British Raj, despite the prevalent Non-violence campaign among most Indians at the time.

13. Care for Others: Netaji Subhas Chandra Bose hailed from a privileged background and was sent to England to pursue studies in the Indian Civil Services. Despite his upbringing in comfort and without firsthand experience of poverty and hardship, he made a conscious decision to dedicate himself to the fight for India's

liberation. He willingly sacrificed the luxuries bestowed upon him by his family, opting instead for a life dedicated to the struggle for India's freedom. This choice exemplifies his prioritization of the welfare of others over a comfortable lifestyle, showcasing his deep care and commitment to the cause of his nation's independence.

14. Self-Discipline: Discipline is a cornerstone of success, evident in both historical and contemporary contexts like the disciplined lifestyle of the Indian army. Netaji Subhas Chandra Bose, as the founder of the Azad Hind Fauz, epitomized self-discipline. His achievements and the success attributed to him in establishing the Azad Hind Fauz were largely a result of his unwavering self-discipline. Without this crucial trait, accomplishing what he did would have been improbable.

15. Emotional Intelligence: Emotional intelligence is recognized as a pivotal skill for effective leadership in modern times. Netaji Subhas Chandra Bose's leadership during India's freedom struggle exemplified remarkable emotional intelligence.

Managing the stress of the socio-political environment while leading a diverse team of individuals with varying personalities, backgrounds, and beliefs was indeed a significant challenge. Netaji demonstrated exceptional emotional intelligence by rallying and uniting Indians from different religions and regions in Southeast Asia for the collective cause of India's freedom.

His ability to understand, empathize, and connect with people from diverse backgrounds, while maintaining composure and decorum in challenging situations, showcased his fine-tuned emotional intelligence. Netaji's leadership was not just about strategic planning and decision-making but also about fostering unity, understanding, and motivation among a diverse group of individuals, reflecting his remarkable emotional intelligence.

16. Flexibility: Flexibility and resilience are crucial traits for leaders to navigate through challenging situations without causing harm to their organizations. Netaji Subhas Chandra Bose, amid the tumultuous period of national struggle, exemplified exceptional flexibility and resilience.

Despite being amidst grave national troubles, Netaji displayed remarkable flexibility in adapting to changing circumstances. His ability to remain composed, and charismatic even in the face of adversity, was a testament to his resilience. This flexibility enabled him to strategize and lead effectively without succumbing to the immense pressures of the time. Netaji's capacity to maintain his charismatic demeanor and peace of mind while steering through the most trying circumstances underscores his exceptional flexibility and resilience as a leader. His adaptability and steadfastness in the face of challenges allowed him to uphold his vision and inspire others during one of India's most critical periods in history.

17. Liability: Netaji Subhas Chandra Bose's relentless efforts and tireless dedication indeed led to significant milestones in India's struggle for independence. His leadership and strategic initiatives, including the successful hoisting of the Indian flag in Andaman on Japanese-occupied land and the participation of the INA units in the north-eastern parts of India

against the British Raj, marked crucial victories.

In leadership, accountability rests heavily on the leader's shoulders. Netaji's accountability for these achievements stems from his visionary leadership, organizational skills, and steadfast commitment to the cause of India's freedom. He took responsibility for the actions and outcomes of the initiatives he spearheaded, whether they resulted in success or otherwise. As a leader, he bore the weight of the decisions and their consequences, owning up to the results, successes, and setbacks alike. His accountability stood as a testament to his leadership and dedication to the cause of India's independence.

18. Supportive: Netaji Subhas Chandra Bose was undeniably a staunch supporter of India's freedom movement, showcasing his patriotism and dedication to the cause. While he had differing ideologies from Mahatma Gandhi's approach to achieving independence, Netaji's contributions to the struggle for freedom were significant and impactful. His opposition to Gandhian ideology notwithstanding, Netaji's methods

and initiatives proved to be effective in their own right. His steady commitment and tireless efforts towards seeking India's independence were monumental and immensely supportive to the national fight for freedom. His leadership, strategic maneuvers, and gathering of support both within the country and abroad, alongside his vision for a free India, were vital in advancing the cause of independence. Netaji's distinct approach might have differed from others, but his dedication and contributions stood as a formidable pillar in the larger movement toward India's liberation.

19. Empathy: Empathy is a cornerstone of effective leadership, guiding leaders to make decisions that consider the well-being and needs of others. Netaji Subhas Chandra Bose's empathy towards the Indian people and their struggle for freedom stemmed from his deep connection to his identity as an Indian. Despite his privileged upbringing and a relatively comfortable life, Netaji empathized with the plight of Indians across different socio-economic backgrounds. His decision to immerse himself in the struggle for independence

reflected his profound empathy for his fellow countrymen, irrespective of caste, creed, or economic status. Netaji's empathetic leadership style was characterized by his ability to understand and resonate with the challenges faced by the Indian populace, which further fueled his commitment and dedication to the cause of India's liberation. This empathetic approach allowed him to connect with people from all walks of life, earning him admiration as a leader who genuinely understood and cared for the aspirations of the Indian people.

Conclusion: great leaders aren't always those born with innate qualities; rather, they often emerge due to the demand of the times and their deep understanding of the prevailing circumstances and responsibilities. Netaji Subhas Chandra Bose stands as a testament to this notion. Netaji's leadership exemplified qualities that resonate with modern studies on effective leadership. His remarkable role as a leader emerged not from formal training but from his acute awareness of the needs of his time, a sense of moral responsibility, and a profound understanding of the societal context. Many historical figures,

like Netaji, have risen to leadership roles not solely due to inherent abilities but because they recognized the needs of their communities or nations. Their courage and willingness to shoulder responsibilities during critical times played a pivotal role in reshaping society. This highlights the notion that leadership isn't confined to those with innate abilities; it's often about recognizing the need of the hour and having the courage and sense of responsibility to step forward and make a difference. History is replete with examples of such individuals who, driven by circumstances, emerged as great leaders, leaving an indelible mark on society

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