Introduction

The thesis provides an overview of the early leadership, culture and cross-cultural aspects, leadership theories, conflict management and how the different styles of leadership has had a impact on the organizational structure and the people in the organization by using various techniques and models of leadership, a brief summary of my personal background. That is followed by an overview of the organizational theory relating to leadership and management in the profession, which leads into the research context and an introduction to my hypothesis. The technique utilized to perform the research and test the hypothesis follows, and then the structure of the thesis is provided to guide the reader.

1.2 Personal Background

I have over 4 years of marketing and sales experience on service based products and 1 year in a educational institute. My experience has been gained through working for the top research Company in India and also in a Security based Company based out of Bangalore, Karnataka. I hold a Bachelor of Business Management from Bangalore University, and an MBA also from Bangalore University. I have also been working as a assistant professor at a well known Eductational Institute in Bangalore.

The present workplace gives me the best learning for becoming a future leader in the firm which is dealing with security services. I have witnessed the work of people who are extremely technically competent, but are completely ineffectual due to their lack of leadership skills. Many such people may be good at managing within their own culture, but are woefully lacking in multicultural environments. Some of this is due to a lack of leadership skills, and some is due to an ignorance, or worse insouciance, about other cultures.

It is no longer a world of Anglo expatriates wandering about the planet demonstrating the new technology. Now international projects are headed by expats from many countries. All need the cross-cultural leadership skills to be effective Leader, and thus my decision to explore this topic as my thesis.
1.3 Cross-Cultural Leadership

In the course of my career, I have learned the importance of so-called people skills for the successful management of human resources. When I began working, it was common for an individual to take a theoretical technical degree, and then enter the workplace to learn the application of the technical skills especially in my former stint with the research based Company.

Academia turned-out trained technicians, with very little or no practical application, and no people skills. The application of the technical skills and the acquisition of people skills were accomplished in the workplace. Most people learned through practice and the guidance of mentors and coaches. Once a firm felt that a person had an adequate technical background, they were promoted to the position of manager. It was an ad hoc way of creating managers.