ACCOUNTABILITY OF LEADERS TOWARDS LEADERSHIP DEVELOPMENT IN ENGINEERING MULTINATIONAL ORGANIZATIONS IN PUNE DISTRICT

PROF. (DR.) AHMAD UMAR KHAN*; PARVEZ KAZI**

*HEAD OF DEPT. OF BUSINESS LAWS,
POONA COLLEGE OF ARTS, SCIENCE & COMMERCE,
PUNE

**RESEARCH SCHOLAR
AIMS, UNIVERSITY OF PUNE
PUNE

ABSTRACT
Despite the fact that organizations are increasing their investments in leadership development, there is an emerging consensus that the supply of leadership talent is insufficient to meet the leadership needs of contemporary organizations. The challenge to have leaders develop leaders has profound implications for the heads of business, line managers, and human resource professionals. When it comes to developing leaders, many companies rely on consultants or executive education programs. For leaders to develop leaders, executive and managers must take an active role in developing and coaching their people and be accountable for it. This paper presents an overview of accountability demonstrated by the top executives of multinational engineering organizations in Pune district in leadership development. The study revealed that significantly higher percentage of managers disagree that leaders and managers are held accountable for grooming leadership talent.

KEY WORDS: Leadership development, Accountability