

# Developing a Leadership Pipeline

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## ABSTRACT

Leadership is lifting a person's vision to high sights and raising performance to a higher standard, the building of a personality beyond its normal limitation– Peter F Drucker. For creating or nurturing New Leaders by existing leaders, having effective leadership characteristics is key. This paper focusses on what characteristics are required by leaders for creating New Leaders. For this study 108 sample respondents had been drawn out from senior and middle management of banks and financial institution. One-Way ANOVA and Regression analysis in SPSS 22.0 have evaluated the data for finding out whether there was any significant difference in the Oke (outlook, knowledge, expertise) and 4S (Self, Social, Strategic, Systematic skills required). It identifies the underlying of the current leadership skills exist and the need for a new leadership paradigm - shift from being the best in the world to the best for the world; a shift from what's in it for me to what's best for the common good; and a shift from "I" to "we" by emphasising on how existing leaders and organisation together can create new leaders in system. Limitations and direction of future research are discussed.

**Keywords:** Leadership, Leaders, Developing leaders, New leaders.

