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**TOPIC: A Study of Socio-Cultural Identity of School Leaders in Relation to Their School
Contexts**

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FINDING

Introduction

A leader is a person who performs leadership in order to achieve the goals of the organization. He/she has to direct/align the human resources and material in a way as to achieve goals of the organization. Without a leader, it would not be possible to achieve the goals. Primarily a leader has to deal with two things i.e. human resources and materials, out of which human beings are the most complex beings to tackle, making the job of a leader complex and challenging.

Leadership is a trait that people find hard to define but can recognize it when they see it. Maxwell and Dornan (2013) in their book “How to Influence People”, made an attempt to fill out the dictionary definition, “Leadership is influence- nothing more, nothing less”. In short, leadership is influencing people without using the power, force or coercion. For example Gandhiji, being male, a Harijan, a law graduate, a Gujarati, a Hindu; did not use power to make people achieve independence; rather he remained an ordinary man and influenced the masses of different religions, gender, educational background, regions, castes, etc. and convinced them to work with him to achieve the mission of freeing India from the British rule. So there is something (it may be qualities, traits, character, behaviour etc). One can wonder what is it through which Gandhiji persuaded the masses? There must be something. That something is leadership. Leadership is a group process, whereby leader influences the group members having diverse backgrounds to work for the achievement of goals.

In today's world we have seen some people who are leading the large masses. School Principals are ones among them. They are dealing with the diverse masses and directing/aligning the masses towards the educational goals and thus leading the school. However we often hear that some are effective in leading, while some may not be that effective. Today our school Principals or school leaders are handling diverse masses in terms of teachers, students and staff and making them work towards the achievement of educational goals. It would be of great interest to know how the leaders having a particular background, aligns or leads the diverse masses of teachers and students are providing leadership and how effective are they in fulfilling their goals?