

Leadership and Crisis Management

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Leadership

- What is leadership?
- Why leadership training for Judges?

What a Leader Requires

1. Mission
2. Vision
3. Goal
4. Competency
5. Team builder
6. Communication skills
7. Inspiration
8. Ambition
9. Time manager
10. Problem solver
11. Delegator
12. Decision maker and Risk taker

Role of Judicial Officer as Team Leader

- Every judicial officer in his capacity is a boss of his subordinates -----that is from Civil Judge or Magistrate up to District & Sessions Judge.
- His capacity as a boss is recognized by law because law has given him authority over his subordinate.
- But if the boss works as a team leader the following difference shall be felt.
 - Boss is obeyed as he is boss because of his position in hierarchy under the law
 - Team leader is one who is accepted or recognized as such by teammates.
 - Boss directs his subordinates, leader convinces them.
 - Boss demands the respect, leader commands the same.

- Boss works mechanically, leader involves the others in the work.
- Boss does not need to explain his acts or directions. His acts and directions are product of one man's mind, leader makes the other to understand his view point and takes good suggestions from team mates.
- Teammates believe in their leader and follow him ----- boss is obeyed because a subordinate is bound to obey.
- Command of the boss is not obeyed wholeheartedly-----
--- guidance of the leader is respected, accepted and obeyed wholeheartedly.
- If a boss wants to get best results from his subordinates he should make a team of his subordinates, create a team spirit, develop teamwork.

Importance of Teammates

- Every team member is important because he is to play his part of the game
- He is supportive in achievement of a cause.
- Every teammate should be given due respect.
- Team leader should have fatherly behavior.
- He should encourage and appreciate good efforts of the teammates.
- He should discourage bad habits and weaknesses in the teammates.

(cont...)

Importance of Teammates

(cont...)

- He should try his best to pull on the teammates on the right track and
- If some one does not come to the right path, creates problems and there is danger that he may affect the conduct of other teammates, he should be dealt with iron hands because----- He is going to damage the objective of the team.

Crises

Extreme events that cause significant disruption and put life and property at risk. It is a situation, which is different from normal and usual. Any unplanned event, occurrence or sequence of events that has a specific undesirable consequence.



Kinds

- **Moral**

deviation from virtues.

- **Natural**

Natural disaster like earth quack, heavy rainfall, fire due to short circuit of electricity or otherwise.

- **Man made**

Use of weapon of mass destruction, firing in premises, making hostage etc.

- **Crises by Group**

Social disruption like strike etc by pressure groups like lawyers, press etc. Crisis by mafia like touts and drug barons, vested interest groups like petition writers, vendors, cabin holders, subordinate staff etc.





Management

INFORMATION OF CRISES.

1. Before hand information.

There can be a system through which one can get prior information of a crisis, which is likely to occur. This is possible in case if crises are to be caused by people or groups.

2. Prompt

If before the crises information cannot be obtained the information of the crises should be obtained immediately.

3. Accurate.

The information must be accurate. Accurate means that causes of the crises , persons behind the crises, magnitude of the crises and its possible effect.



Communication

After getting complete knowledge of the crises, it must be communicated without delay to the immediate boss for guidance and necessary action. At the same time it should be communicated to the subordinates and colleagues for consultation and for compliance of instructions if any. The whole set up should be converted to crises management team.

Analysis

All friends should sit together and properly analyze the crisis with respect to its nature, effect and probable solution or management should be sorted out better with consensus in order to reduce the vulnerability posed by a potential crises.

Response

1. Immediate.

The response should be immediate with a view of nabbing the evil in the bud, keeping in view the nature of the crises. Priority should be given to safety of life and property but before all, the leader should not lose his temper. He should be cool and shall try to have his control on the events and should be in position to properly guide his teammates.

2. Should be effective and clean.

There should be a message that whatever is said that is meant, evasive or halfhearted response may create problem. One officer should be immediately assigned responsibility of management.

3. Preparedness.

(a) Prevention

Any set of activities that can prevent crises or reduce the chance of happening of a crises or reduce the damaging effect.

(b) Mitigation.

Mitigation is on going efforts to minimize the impact of the crises.

(c) Preparedness

Always be prepared for expected crises.

(d) Options

Various options must be available towards the solution of the crises keeping in view the nature of the crises.

(e) Plans

There must be plans, counter plans and alternate plans available.

(f) Alertness

For unexpected crises one should be mentally alert.

Strategies

1. After going to a new station, complete study of the environment should be made where you are to work. Complete study of environment involves study of traditions of the area, habits of the people, their liking and disliking. After studying the same all those acts should be avoided which may hurt the sentiments or provoke the feelings.
2. There must be a list of effective people working around you i.e you must know who can be effective in what circumstances and one must know that how to use these people when required. With respect to a job of the Judge, it is an art to use a person without getting obliged.



3. There should be an effective coordination with departments having management role. For instance there should be coordination with police, C&W, WAPDA, District Government but this coordination does not mean that they should be allowed to interfere in your work. There should be a working relation.
4. You must know the art that how you use your resources and people effectively during the crises.
5. There must be a complete strategy at least in mind that how the crises should be met.

Contingency Plan

Contingency plan should be there for various occasions. For instance elections are held by the Judicial Officers so there should always be a contingency plan for that. Crises may occur due to announcement of some order or judgment. There should be contingent plan for that. There is possibility of strike of subordinate staff. There should be a plan for that. There must be contingency plan for unseen and unexpected situation. For instance there can be saboteur or subversive act causing disruption and damage. There can be kidnapping of the Judicial Officers or staff members. There can be sudden fight in the premises by two rival groups, putting lives of others in1 dangers. For all these situations, there must be some contingency plans.

Crises Management

If workable, a permanent crises management team shall be established with assigned duties to every one. At last an average team can easily handle crises better than a most and efficient individual.

Questions

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Thank You!