



VETERAN LEADERS AND THEIR MULTIFARIOUS ORGANIZATIONAL FUNCTIONALITIES

Rudrarup Gupta

Independent Post Doctoral Research Scholar, School of Business, University of Marlyne,
 Delaware, United States of America

Cite This Article: Rudrarup Gupta, “Veteran Leaders and their Multifarious Organizational Functionalities”, International Journal of Computational Research and Development, Volume 10, Issue 2, July - December, Page Number 29-33, 2025.

Copy Right: © DV Publication, 2025 (All Rights Reserved). This is an Open Access Article distributed under the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium provided the original work is properly cited.

DOI: <https://doi.org/10.5281/zenodo.15860858>

Abstract:

Problem Statement/Motivation of the Article: An organization is such an elite platform which is definitely legitimate for a great center of learning. The real idea is that organization needs the deliberate formation based upon the “Governmental Rules and Regulations” in the end. Therefore, veteran leaders and followers shall have to grab the educational learning and organizational protocols to implement this for inhabitable occupational escalation.

Solution: Most importantly, the entire organizational hierarchy should be really attentive and focused regarding the authentic organizational paradigm and the entire movements are conceptually navigated by the leaders and their structured strategies as well. It is really advantageous for them to adopt the system according to their existing academic & professional expertise respectively.

Significant Findings: Leaders reflect their dreams in their esteemed profession along with strong and sound collective potentials. Therefore, all the appointed leaders and followers fix an occupational target to implement their intelligence and cognitive reflections upon any of the assignments based upon their collective strengths and weaknesses simultaneously.

Applications: Thus, they recruit more number of people and they provide the needful trainings to them just not only to grab the opportunity but to ensure the extensive organizational outputs within a short while.

Key Words: Exclusive Intervention of Leaders; Methodical Advocacy Trainings; Omnipotence of Communal Leaders; Refinements of Organizational Hierarchy.

Introduction:

An organization should definitely be introduced in a proper location, which is undoubtedly significant to form an absolute business based upon their available resources. On the other hand, both leaders and followers should understand regarding their day-to-day nature of responsibilities and liabilities and these should immediately be distributed according to their present educational merits, sound knowledge and inhabitable professional exposures in the end. Any business process is the magnificent alert of organizational direction right from administration to elite operation. Successful business leaders do play the crucial role for an organization, which executes the system and the successful process of growth everywhere. The entire hierarchy needs to ensure their exclusive concern and awareness for individual and collective functions. That is why; they should focus upon Business Intelligence, which provides the way of decision making, customer support and market research. In our modern scenario both business implementation along with the spirited commercial intellects are having the fascinating influence for an organization to make it successful.

In business transaction it is very crucial to secure the margin of profit and the most attractive services which a customer can have at the time of real need. Without which, exclusive business process cannot be successful from the perspective of an organization. On the other hand, leaders need to ensure their invariable depth upon the organizational system to regulate an organization based upon the technology and the present day market scenario. Therefore, concrete planning and decision making should be absolutely very powerful to satisfy their exclusive efforts and initiatives as well as our existing market demands. Thus, conceptual frame work, communal academic learning and its meticulous implementation are highly required over here.

Title of the “Manuscript”	Parameter 1	Parameter 2	Parameter 3
	Problem Statement	Solutions	Exclusive Findings
Ethical Priority of Management Extracts an Inhabitable Outflow of an Organization	How an Organizational developments to bring out the “Socio-economical Value” for the society?	Leaders do exhibit the directional path ways along with their collective involvements and participations.	Leaders should be really pro-active and responsible to assure a consequential shape of an organization.
The Bona fide Paradigm of leadership does bring out our legitimate organizational embellishment	How all the leaders shall accomplish the entire organizational paradigm based upon sublime guide lines along with the existing operations?	Trained leaders should be aware to initiate an eco-friendly working forum to work together through “Participative Leadership Approach”.	Leaders will be highly satisfied through eco-friendly occupational culture for modifying the existing organizational position.
Veteran Leaders and Their Multifarious Organizational Functionalities	How an organization shall be formed along with Govt. rules and regulations?	Leaders should conceptually focus to form an organization along with their authentic education and learning respectively.	Leaders do reflect their dreams through the collective potentials based upon communal intelligence and cognitive reflections respectively.

A meticulous literature review has been ensured to ensure the factors, which affect the effectiveness of leadership to ensure a theoretical background for future studies by Agazu BG and Debela Dr. KL (2024) [1].

Key Contribution:

Management is all about to fetch the real parity in between the organization and the nature of work, which is allotted by that organization for a stipulated time frame. On the other hand, all the workers do have the invariable objective to achieve the organizational goal. So management shall have to be fabricated in such a manner, where the entire organization can have the best light to implement their entire available resources to drive the activities with words and wisdom. In that case both leaders as workers shall be in a very cozy zone to concentrate hard upon the business and ensure their pleasing occupational success.

Therefore, it can be significantly stated that, all the trained leaders and followers should be in the same conceptual platform that they are interested to establish an eco-friendly work environment and they shall be working under the common sublime guidelines based upon their real psychological foresights and cognitive reflections respectively.

On the contrary, each organization shall have to bring out the best “Socio-economical value” for the society. That is why, all the leaders and followers shall have to ensure the profound work environment, positive and vibrant work culture and their mutually exclusive understanding in the end.

Most importantly, their pro-active nature, radiant initiatives and the consequential responsibilities are equally very sound for each one it to enhance their high-end professional participations and communal involvements as well. These are going to be properly workable and adoptable to draw the phenomenal destiny of an organization by inculcating such undeniable thoughts and introspections, which are exclusively priceless in nature.

Therefore, each leader has contributed a lot along with their bright followers for operating the entire managerial paradigm by administering their individual realization and collective visualizations in a very conforming manner.

This is how; an organization will definitely in a different shape and entirely divergent horizon by implanting magnanimous frame of mind and the unparalleled united gestures, where each of the associates including leaders, subordinates, followers and employees will be highly valued and educated simultaneously. As a result they shall be able to bring out the spectacular occupational metamorphosis and the implemented occupational operations will undoubtedly be matured for the rewarding organizational elevation over the coming years.

Methods, Experiments and Results:

Methodical leaders have initiated the scientific methods, where they have implanted the following:

- Common participation: Each and every associate should be participating to have the general ideology about day-to-day happenings of an organization. It is very easier for them to assess their selves for based upon their existing contributions and pending contributions.
- Persistent initiatives: Leaders do ask to their followers to take various functional initiatives and their logical implementations. Therefore, they are well evaluated and measure about their existing performance as well.
- Communal involvements: It is really significant because as many opportunities will be coming for them to be involved those many platforms will be active for them to perform along with their existing knowledge and learning in the end.
- Situational analysis: Scientific thoughts do allow both leaders and followers to analyze their existing situations based upon their earnings and platforms to earn in the near future. Therefore, leaders are assigned in different perspectives like operation, administration and so on. Therefore, these analytical reviews are very important for the entire organization to compare between scientific and non-scientific methodologies in favour of an absolute united development within a while.

It is perceptually stated that “Quality” is the principal for all the organizations by Els Renier C and Meyer H.W. (2025) [2].

Experiments:

These are very authentic for an organization to be grown up.

- Experiment of human resource: It is important because leaders do examine their entire resource from the perspective of their education, merit, promptness, past exposure, presentable attitude, psychological desire and output. This is how; they do recruit and implement their all-round potentials.
- General experiment: Leaders are responsible to examine their team to accomplish their every day functions by deliberately involving them to ensure the outputs. It is important for their collective competency of work.
- Situational experiment: Associates are assigned in diverse tasks to be evaluated from the perspective of their accuracy and competency respectively. It is a very nice initiative to ensure their satisfactory organizational out turn.
- Promotional experiment: both leaders and combative followers do focus for promotions and they are segregated as per their desire, qualitative measure and competency. Therefore, it is mandatory for them to earn these exceptional exposures and redirect their assigned fields to work upon.

Results:

- Smooth Progressions: It is the definite outcome of an organization, while leaders are properly assigned indeed. They are responsible to regulate their meticulous occupational paradigm for refining the exemplary organizational glory based upon their existing functional clarity.
- Professional effectiveness: \It is indeed true that leaders try to increase their needful efficacy through various participations and mutual learning. This is how; an organization is undoubtedly grown up along with the appropriate planning.
- Competency of leaders: Leaders might be more competent through understanding their regular lessons, learning and exposures. They are conscious enough to rethink about their existing organization along with their wisdom and indomitable spirits.
- Organizational out-turn: It really depends upon the proper, legitimate and successful functionalities. Both leaders and followers are equally involved here to invest their evaluated exposures and future initiatives as well. This is how; organization can overcome all the existing turbulences for assuring the sustainability, which is pre-anticipated in nature.

This manuscript states that all the leadership styles are validated in global stature for determining the performance of an enterprise by Nyamota, Geoffrey and Rogito (2024) [3].

Discussions:

It is a vast aspect according to our modern organizational regulation, which is the real platform to walk upon and to implement the wide organizational vision in deed. Because organizations do have the specific instinct to coordinate with the workers and leaders do have the responsibility to train them to accomplish the organizational goal.

Therefore management is the most luminous medium to direct the entire organizational standing. Without that, how it is possible for an organization to grow and to reach the destined endeavor. Here the supreme importance is as follows:

- Proficiency of employees: It is absolutely very important for the entire management. Because the most inhabitable decisions do depend upon the top level managerial hierarchy. On the other hand, each worker pays his/her high-end labor and does anticipate for a very concrete decision at the end of day. The concept of unbiased occupational paradigm and that is absolutely desirable not only to enable organizational proceedings but to regulate the entire pre-scheduled planning in a very conforming manner.
- Lawful estimation: Leaders are really very concerned about the estimation of finance and the needful organizational resources respectively. Accordingly the finance should be generated. Moreover that finance shall be tactfully implemented to arrange the needful resources like land, furniture and so on. Apart from that, leaders are authorized to keep records of all of these. So that, it shall be absolutely conducive for the future references as well. Most notably, all the assessments should really be very authentic and this is how; both individual and collective occupational maturities are absolutely possible in the end.
- Precedence of assignments: It should definitely be taken into the basic consideration because an organization is truly enriched through different productive tasks and assignments as well. This is how; an organization is primarily evaluated and considered to be one of the best mediums for satisfactory industrious heights indeed. Otherwise it shall really be very difficult for both leaders and followers to enable these most significant functions quite confidently.
- Unblemished actions: Organization discovers the system and that is implemented to run the activities as per the structured planning. It can change the entire organizational standing within a blink of an eye. Leaders do play a very precious role to prepare the plan for the organization. The planning should have the future image of an organization. It should be structured and balanced in all the regards. As a result the entire managerial hierarchy shall have the best privilege to participate. The financial strength shall be utilized in a proper manner of an occupational zeal, each worker shall have the confidence to earn money and recognitions, organization shall be able avoid any hazard at every now and then, organization shall have the substantial revenue and each one of them can have the desired percentage of that, organization shall not be seek, on the other hand occupational satisfaction shall be really high, in fine organization shall have paramount occupational output from the beginning.
- Instrumental implementation: It is one of the prime factors to utilize the latest technological strength and appreciated mechanism. So that, any organizational task can be finished with a short while and moreover everybody shall be truly concerned about time management. On the other hand, this trained occupational system should be user friendly and it is going to be exclusively engaging for the entire managerial hierarchy not only to adopt but to depend upon according to the communal merits of entire employee force in a very successful dimension.
- Imaginative supremacy: It is an exceptional movement, where leaders are solely responsible to reform the entire organizational betterment. In this regard they do take the massive responsibility to save from the situational resilience of an organization. So it is quite evident that, how sound all the leaders are for taking the organization. Moreover without leaders organizational enrichments shall never be possible. That is why leaders are the imperishable key not only for organizational progressions but for the inhabitable occupational illuminations in style.
- Limitation of disputes: It is almost the routine occurrence of an organization now due to their professional ego and the uneven behaviors. But leaders try to provide the actual privileges to all the workers along with the promotions in a quick succession. So the probability of conflicts has been reduced and in other words leaders do take the preventive measure against this and they are in a position to reduce this sort of unusual conflicts already.
- Absolute incorporation: Leaders do depend upon this in all the regards. Because the trust, discipline, self respect do provide the towering courage to the people to work with a ton of self satisfaction and the constructive strength of dignity. It is really helpful to establish an organizational law and the value, which should be ever abiding by the entire hierarchy just not to follow but to motivate the next generation in an unbeaten of organizational celerity.

The objective of this study states that documentation oriented knowledge of such desired research topics in studies on spiritual leadership, research approaches and theories to be utilized by Piwowar-Sulej K (2024) [4].

Phenomenal Era of Commerce:

Any successful manager is the replica of a successful leader. They are abiding by the leaders and they have to be really conceptualized to enhance the organizational perfection. That is why they shall have to deal with some special considerations, which are as follows:

- Exemplary dedication: Managers shall have to be really very loyal for the organizational move. Their loyalty does enrich their entire community towards the victorious platform through hard work and compromise with the outside world.
- Moral Integrity: It is something, which is an intangible asset at all from the perspective of certain occupational priorities like achievements. In that case managers should be very honest to their organizational ask. So that, each one of them shall definitely be motivated to put the best from their end and that is really desirable.
- Consequential frame of mind: Managers try to refine the constructive backbone of an organization. So they apply their undiminished intellect to arrange the utmost positivity of an organization, which is approved by the leaders accordingly.

- Self-worth: It is the destined potential for a manager to accelerate the business on behalf of an organization. It generates confidence and the willingness to hard work, which is why managers are truly estimated to pay their extreme potential for an organizational triumph.
- Energetic cognition: Management should be purposeful always and managers should have that sort of mind in deed to implement the same for their workers to bring in the real field of activities with sound conceptions. Actually it creates the competitive mind to do that allotted activities for setting an exemplary occupational platform in deed.

According to Sanusi Imam and Sopiah (2022), This study offers an exclusive review of various research manuscripts about influence of leadership styles upon employee performance.

Resulting Image:

This special future is basically created by the leaders. But it is redesigned by the managers in presence of those leaders, who are the real occupational hope at all. Otherwise organization may face problems in executing their allotted problems to solve and to find out the way. It is initially really difficult. But it needs the proper co-operation from the end of leaders. Cause both leaders and the followers are the principal to entrench the occupational glory.

- Real pedagogy: Leaders do access the best educational radiance. So they need their sound education and positive frame of mind to handle the competitive situations with justifications and utilization of modern resources.
- Keen awareness: Leaders are the thoughtful promotional resource. That is why they need to have the professional perception at all. That shall be highly needful to understand the situation and they shall move for the best solution accordingly.
- Prompt contemplation: Leaders shall have to understand that, what they are aiming for and what exactly they are doing right at this moment. So this difference shall take them through the impressive organizational stature.

Directional Focus:

This management assures the meticulous activity or activities of a number of people for accomplishing the stunning occupational goal within a short while. So it is having the wide-spread outcomes at the end of the day, which is as follows:

- It provides the exquisite location to exhibit the work.
- Workers are really diligent in a team.
- Each worker is truly cohesive in nature.
- Workers are in a position to adjust with each and other.
- Each worker and the leaders are truly determined to achieve the occupational goodwill.

According to Sulej-Piwowar Katarzyna and Iqbal Qaisar (2024), this study has analyzed about evidence based knowledge upon “Spiritual Leadership” and the research approaches along with implemented theories indeed.

The Authoritative Attributes:

- Dissemination of responsibilities: Workforce is really very important in an organization. Leaders do take the great responsibility to segregate as per their equipped qualities and the real professional exposure.
- Responsive reciprocation: Leaders are quite responsible to have the destined initiatives to both control and regulate the organization. Because the upright presence of leaders can enrich and motivate their subordinates in a successful organizational directions.
- Immortal existence: Leaders are very upright to help their followers to gain the real actuality, which shall transform their hard works in the high-end professional exposure.
- Bold assurance: All the Managers and the Leaders shall have to be goal oriented for their subordinates. So they are praise worthy to regulate their followers for the rapid refinements and that shall be ultimate consideration for an organization to be exclusively expanded.
- Needful supremacy: Superiors must have to be conscious about the happening in the organization.
- Professional inducement: It is a very significant key to control the entire employee force and their togetherness.

This manuscript states that the evolving landscape of organizational leadership requires the procedures of transformational leadership, which can be adopted and seized in present set up by Shahid A (2024) [5].

Skillful Intervention:

Skills can make business process more lucid and effective respectively. So both managers and leaders can have the optimum confidence to drive their epoch making activities to fabricate the indispensable occupational destiny.

Responsible Corporate Governance:

Management does play a very convincing role to flourish the concept of business progression in all over the world. It does develop the community through programs seminars etc.

Moreover in an academic summit all the participants can share their voice. This learning can easily be implemented in any organizational scenario, where the entire managerial hierarchy is truly participated to find the avenue with world best occupational innovations and the recognitions.

On the other hand sound implementation of business is always the gifted organizational decision to deal to and it shall create the bottomless occupational future over the coming years to reform the zesty cultural luminescence.

Conclusion:

The destined fact is that both organizational hopes and scopes shall have to be properly navigated by the leaders' right from the very beginning. They are solely responsible for organizational planning, route mapping, organizing, stuffing, leading, controlling and exclusive segregation of workforce indeed. That is why, it is quite anticipated that the best organizational paradigm will be taking place which shall undoubtedly be formulated by both the leaders and followers who shall be able to maintain this robust occupational strategy in enriching their best occupational merits, collective initiatives, contributions and worthy consequential involvements respectively. This is how an organization shall be able to overcome all the undeniable hazards and that shall be upraised very successfully.

References:

1. Agazu Biniyam Getnet and Debela Dr. Kenenisa Lemi, “Leadership Effectiveness: A Systematic Literature Review”, *Library Leadership & Management*, 38(2), pp. 1-23 (2024).
2. Els Renier Christiaan and Meyer H.W. “The influence of leaders’ attitudes and commitment to quality management of training on organisational excellence: a mixed-method study”, *Human Resource Development International*, 28(1), pp. 79-109 (2025).
3. Nyamota, Geoffrey and Rogito, “Influence of leadership styles and Capacity Development on the Performance of Agricultural Enterprises in Kenya: A Literature Review”, *International Journal of Education and Research*, 12(6), pp. 41-56, (2024).
4. Piwowar-Sulej K, “A systematic literature review on spiritual leadership: antecedents, mechanism, moderators and outcomes”, *Journal of Organizational Change Management*, 37(8), pp. 18-35 (2024).
5. Shahid A “Transformational Leadership: Are leaders open to a New “Call”? Challenges, Adaptation, Leadership and Learning”, *Open Journal of Business and Management*, 12(6), pp. 3806-3822, (2024).
6. <https://www.mckinsey.com/featured-insights/themes/leadership-lessons-from-veterans>.
7. <https://www.sdbj.com/wp-content/uploads/2024/11/sdbj-veteran-leaders-of-influence-2024.pdf>.
8. <https://raksha-anirveda.com/10-qualities-of-effective-military-leadership/>.
9. <https://cenjows.in/military-leadership-challenges-navigating-complexities-of-21st-century/>.
10. <https://medium.com/@danielychang/how-veterans-make-exceptional-business-leaders-and-why-companies-miss-it-96b895a5db6b>.
11. <https://www.spencerstuart.com/research-and-insight/veterans-in-leadership-how-military-careers-can-shape-corporate-success>.
12. <https://newsroom.woundedwarriorproject.org/the-vital-role-of-veterans-in-the-workplace-and-how-to-support-them>.
13. <https://www.bizjournals.com/bizjournals/news/2024/07/18/8-leaders-share-outstanding-traits-military-veterans-bring-to-a-team.html>.
14. <https://amuedge.com/effective-military-leaders-use-3-different-leadership-styles/>.
15. <https://briandoddonleadership.com/2025/05/04/7-benefits-veteran-leaders-bring-to-an-organization/>.