

Uncle Ho's Leadership Analysis Report

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Abstract—This is about leadership capacity of leaders. That is not only about art, but also science. A great leader has more concern of how to develop his staff's competencies and an organization he manages. The key to avoiding a crisis in management is to train and develop next better generation leaders. It is said that leadership can be learned and developed skills naturally over time, but others will need a little bit of training and guidance in order to become effective leaders while people are born leaders. In fact, the important factor of the "determination" attracts on Uncle Ho's success during his journey of leadership. The determination trait is shown during his leadership journey history, a great vision strategist, a transformational leadership, an invariant wise leadership and a servant leadership also. It has been pulled out that the effective leaders possess many different outstanding traits but others.

Index Terms—Management, organization, develops capacity, competencies, determination, transformation leadership, invariant wise leadership, servant leadership, Uncle Ho.

I. INTRODUCTION

When alive, Uncle Ho is very interested in the building of the staffs' working style. According to him, this style has a large role to resolutions, guidelines, and policies of the state, "national sentiment" to a real life. Leadership style, management is a combination of these methods, measures, behavior, working style to apply the knowledge, scientific knowledge into the practical effectively. This is important elements build the quality and capacity of staff and leader. In fact, for local officials and organizations, when performing the responsibilities and tasks, and one of these tasks hasn't yet completed, which not come from lacking knowledge and enthusiasm, responsibility, materials; it belongs to the quality leadership style, management unsuitably. In addition, trust and ethics are commonly conceived as closely related, intertwined concepts one does not go without the other. Surprisingly enough though, the two fields of trust research and ethics and ethical leadership research have not exchanged insights to the degree that may be warranted, given that each often refers to the other's key concepts. By investigating the relationship between moral standard and trust, we aim to contribute to the bridging of these two fields.

Uncle Ho obtained so many achievements during his leadership journey (see Fig. 1 & 2). He is regarded by the Communist government with almost god-like status in a nationwide, even though the government has abandoned most of his economic policies since the mid-1980s. He is

still referred to as "Uncle Ho" in Vietnam. Ho's image appears on the front of every Vietnamese currency note and is featured prominently in many of Vietnam's public buildings. With the important and many-sided contribution of this President in the fields of culture, education, and art, Uncle Ho devoted his whole life to the national liberation of the Vietnamese people, contributing to the common struggle of peoples for peace, national independence, democracy, and social progress, Uncle Ho got us many precious lessons about leadership style. He is an invariant and a wise leader [1].

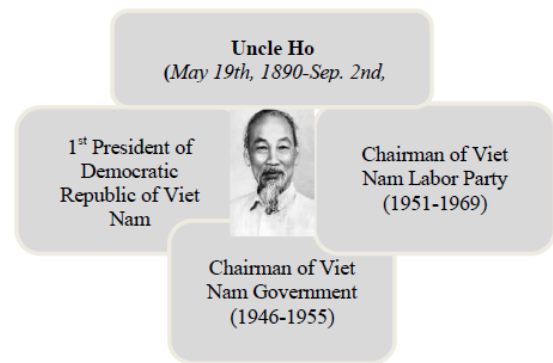


Fig.1. Ho's leadership journey source: Author.

II. UNCLE HO'S LEADERSHIP TRAITS APPROACH

The key events in Uncle Ho's life have impacted his approach to leadership: Surely, there is a debate about Uncle Ho's Leadership competencies, personality, and traits which combined of more than one in. This is an evidence for the theory we had studied in Leadership [2] that the leadership models can exist one or more in a person. His competency, effort, and achievements to the Vietnamese People are so clear and earn respect. Passionately is about vision and mission [2]. The most important thing for his success is his long-term vision: At his young age, he always thinks of Viet Nam future with independence, freedom, happiness and peace, Viet Nam National Liberation. How can the dream become true and how the Vietnamese people can keep this dream exist forever? Hence, with his vision and mission, Uncle Ho requires staffs to work scientifically. In his article named "Innovating working style" [3], Uncle Ho wrote: "Nếu mỗi cán bộ, mỗi đảng viên làm việc đúng hơn, khéo hơn, thì thành tích của Đảng còn to tát hơn nữa "đúng hơn", "khéo hơn" chính là cách lãnh đạo, quản lý khoa học [4] (transferred: If every staffs and leader can be clever in working, the achievement will get more", cleverer, be right and "smarter" is a scientific methodology in management and in leader) which requires working right with objective rules, short and long term plans, creativity and efficiency. According to his style, the leader must clear

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out the plan meticulously and practically, especially, a leader must have "organizational brain" and "smart control" to withdraw keys learning. These traits build a scientific leader.

Strategic thinker: It is illustrated that Uncle Ho took people as an original center. His statement that is from among the masses, come back to the masses is an evidence for his trait. The current renewal process requires leaders be really dynamic, innovative, always looking for the path chosen (creativity), the optimal measures to complete a common goal and achieve high efficiency in leadership activities, especially, their leading must be "lawful". How to "keep the round" or "inflate all sizes" to get rich for any reason, is wrong to Uncle Ho's thought. Uncle Ho criticized officials: *muốn làm gì cứ tự ý làm bừa đi, chẳng bàn hỏi thảo luận với ai, không theo pháp luật chính phủ ban hành, không dựa vào ý nguyện dân chúng" và làm như vậy sẽ "hại đến uy tín của Chính phủ, làm cho dân chúng oán thán, kêu ca [4]* (transferred: "... wants to do oneself the clutter away, without asking, without discussion with anyone, break law, not based on the people's wishes; all of these actions will be harmful to the credibility of the government, make people grumbling and complained"). Nowadays, all most of the leaders of an organization, they are following Uncle Ho's statements; to run a business to global, the first stable strategy step is to respect the law.

Intelligence: Reflected in his verbal, perceptual, and reasoning capabilities as he confronts many obstacles in his leadership journey. Prof. Nonaka thought that Uncle Ho as an extraordinarily intelligent leader with a strong work ethically⁽⁶⁾. In 2013, according to the speech of Prof. Hoang Chi Bao- Chairman of the Science Council of Talent and Human Resources Research Institute, at the meeting about Uncle Ho in Son La, Viet Nam, he has ever confirmed that Uncle Ho can speak 29 languages, excluding Vietnamese ethnic country by his effort of self-study. Wherever of his first arrival, the first thing is to learn the language of that country to be able to use that language as an instrument to communicate, explore, discover to draw useful lessons for his restructure matters in leadership journey without an interpreter, which quite hard to most of the leaders nowadays. All above events passed, I cannot agree more with the author that skills can be learned and developed. The President of Binh Duong University- Prof. Phuong V. Cao is a leader has being followed Uncle Ho's leadership traits since he sets up Binh Duong University's slogan "Learning-Asking-Understanding- Applying" [5] on his leading and transmits it to all students, who will be a tomorrow leader. Besides that, emotional intelligence is one of trait evaluate leader's self- awareness, social awareness, management relationship. Those results in outstanding performance are at work based on a connection between what you see and what you do with yourself, and others. In Uncle Ho's period is without the instrument to measure leaders' emotional, however, the information from internet shows that he is a calm person and excellent in controlling feeling. Because of his patience, the enemy couldn't guess what he will do next, what his thinking is about.

Communicate high expectations: Establishing trusting relationships with others [2]. He establishes positive relationships. In leading, Uncle Ho considered of asking,

understanding and learning from Vietnamese ethnic people to satisfy their expectations. By this way, the leader can control and check the effective of the policies, find new factors, advanced models to support and replicate; whereas, if a leader only directs other to do while he just sits on the desk, he cannot understand what is happening with his direct, and it is a harmful leading. As my point of view, only a leader has a close understanding his organization, his employees with the new style, he can form a style of democracy, science, and legality. It is said that Uncle Ho is an excellent leader in communication with high expectation. Specifically, Uncle Ho not only visits students and people but also international partnerships, they are happy and welcome to see him. He has the ability to get people to follow him, wherever he goes; people genuinely like being around him. For instant, referring first officially and publicly, around 72 years ago, Uncle Ho was well known with a famous question while reading the Declaration of Independence dated in September 2nd, 1945 at Ba Đình Square: "Can you hear me, our compatriots?", "My fellow-citizen" [6], that word really touched their heart, convinced everybody by saying "yes, yes" in tear.

Self - confidence: Knowledge helps a leader to become confident in all of the fields he is going to touch. Uncle Ho is of certainty about his competencies and skills of a politic arena in comparison with partners. He becomes the international Diplomatic politician, who can speak 29 languages wherever he goes.

Integrity uprightness, impartial: In [7], Integrity is determined as a correspondence between word and deed. It is capable of showing the quality of honesty and trustworthiness to his subordinates and followers, the Vietnamese people, partners, and even children. It was stated if it needs only one day, but ten days are not required; it is futile, "our nation is hard to escape from poverty and backwardness."

Transformational leadership: Although Nonaka is a Japanese Professor, Emeritus Faculty of Graduate School of International Corporate Strategy, Hitotsubashi University, Tokyo; Xerox outstanding scholar, Institute of Management, Innovation and Organization, University of California, Berkeley; Outstanding scholar Drucker Drucker Institute, Claremont Colleges, he understands Uncle Ho's leadership style deeply. Ikujiro Nonaka's theory in Managing Flow [8] restores the important position of human beings in management and leadership. It is based on Aristotle's distinction of three types of knowledge: First, Episteme – analytical knowledge and science objectively, regardless of the context, time and space. Second, techne - technical knowledge, know-how, instruments. Third, phronesis, which is wisdom, experience, and considers the situation in the context, aimed at the details and changing goals as in need. It crosses the analytical knowledge to serve the common good, science (episteme) and technical knowledge or know-how (techni) and related to assessment and decision is made by an ethical society. In other words, it is high-quality, hidden knowledge gained from practical experience, allows people to make decisions that are the mature and timely action for each situation, under the guidance of values, and ethics."

Transformational leadership [2] which concerns about

visions, long-term strategies, emotions, caring, standards and moralities with performed through four factors [2] such as Individual influences, inspirational motivation, intellectual stimulation, individualized consideration. During Uncle Ho’s activities, he persuades the Vietnamese people with a near bright future and builds Viet Nam through various small ideas to the biggest strategies. His prior consideration is to be praised for freedom and peace. The analysis on Uncle Ho shows that his leadership style is an example for Nonaka’s and Peter’s theories about transformational leadership [2], [8]. Charismatic leaders who play a role model for his people and the statue of the world leaders with a great wisdom and invariant leader named by Prof. Nonaka, recorded on the website of Management Board of Ho Chi Minh Mausoleum (*). His picture inside a lotus exists in the Vietnamese people. This means Uncle Ho has a great influence. He is a perfect model for his theory with key competencies such as assessment, sharing, and creativity, capturing the essence of the phenomenon, using language to restructure matters, using necessary political transportation and encouragement. Besides the above traits, he also has some other features as a servant and authentic leader such as having strong moral values about the right thing to do [2].

Principle and Values: According to Ho Chi Minh Museum’s website, before passing away, Uncle Ho left us a testament for the whole Party, people and troops in which the first matter mentioned are the Party building. 45 years have gone by, his words are still of value. The Party can still apply those words in a new situation to build the Party on a par with its mission's requirements, deserving people's trust, and love. Uncle Ho has brought to the people of Vietnam a beautiful, rich cultural heritage such as a political culture, an ethical culture, communication-behavior cultures, culture of tolerance, and art culture.

The basic un-ending principle of Uncle Ho is about “speaking must be with doing, be exemplified of ethics” [9] which is not a self- developmental morality, but that is an ethical commitment to moral action.

Uncle Ho’s Achievement Results in his leadership journey: Ho Chi Minh died on 2nd September 1969 in at a house in Hanoi at the age of 79. Many in North Vietnam tearfully mourned his death. In Vietnam today, he is regarded by the Communist government with almost god-like status in a nationwide personality cult, even though the government has abandoned most of his economic policies since the mid-1980s. He is still referred to be as "Uncle Ho" in Vietnam. Ho's image appears on the front of every Vietnamese currency note, and Ho is featured prominently in many of Vietnam's public buildings. In 1987, UNESCO officially recommended to the Member States that they "joined in the commemoration of the centenary of the birth of President Ho Chi Minh by organizing various events as a tribute to his memory", considering "the important and many-sided contribution of President Ho Chi Minh in the fields of culture, education, and art", and that Ho Chi Minh "devoted his whole life to the national liberation of the Vietnamese people, contributing to the common struggle of peoples for peace, national independence, democracy and social progress" (see Fig. 1 & 2).

Personal Perspective: Uncle Ho is remembered as a great hero, a talent leader who brought Viet Nam to the new world with independence, freedom, happiness and peace;

even whom reminded by many foreign visitors at their first coming to Viet Nam. He is well known in over the world as his invariant and wise leader. The period of being dominated, he tried to go to many countries and tried to learn a lot from people there. This person is one of an example of how we cultivate traits of a leader. Intelligence can be a trait that born with a leader or we can practice through learning in a long time. In addition, Uncle Ho showed an integrity trait that people can believe in. That is a reason why from the Vietnamese people, most of organizations and enterprises to Schools or Universities throughout Viet Nam have stayed with “learning and doing as Uncle Ho’s sample”.

III. KEY LEARNING

The style is not a given, is not innate. The style is a character, its own characteristics and is the creativity of each individual. Those characters and creativities can only be own through the process of learning and training seriously and responsibilities of each individual. From this leadership analysis, the "determination" is the most meaningful that I have been learned. I saw a determination of building a steel spirit to overcome obstacles. Besides that, I believe and enjoy what I am doing because the truly wise person is colorblind. In the organization, Uncle Ho’s sample helps me in performance, reward and valuation employees' effort with a full heart. Especially, I recognize the important of motivation, the leader should share and care his employees; take a group of organization mainly. Truly, I can't believe my eyes as seeing the result of researching on his language ability is 29 languages. This encourages me in self – efforts to study Korean language, firstly. I think that diligence and planning must go hand in hand to achieve success. In addition, if a leader/ an employer use staffs and deliver tasks/ assignments wrongly, do not know how to treat talents well, he is weak at a capacity leader, mismanagement, or failure.

TABLE I: INVARIANT-WISE LEADERSHIP TRAITS

Leadership traits	Approach	For Refs.
Strategic thinker	Dynamic, innovative leader, who take people as an original center.	[4]
Emotional Intelligence	Evaluation leader’s self- awareness, social awareness, management relationships.	[5] & [10]
Communicate high expectations	Establishing trusting relationships.	[6]
Self - confidence	The effective implementation of decision: assertive and decisive	[10]
Integrity uprightiness, impartial	The foundation of trusting and a relationship between a leader and followers.	[7]
Transformation-al leadership	Individual influences, inspirational motivation , intellectual stimulation, individualized consideration.	[2], [8], [10]
Principle and Values	Moral action: “speaking must be with doing, be exemplified of ethics”.	[9], Fig. 1 & 2
Outstanding Traits	Determination, steel spirit building, strong moral value, and sacrifice.	This paper

This paper would recommend some key points which should be taken into account by a tomorrow leader (see Table I).

IV. CONCLUSION

In conclusion, Uncle Ho's faced many challenges during his leadership journey in contributing to the common struggle of peoples for peace, national independence, democracy, and social progress. And the merit instrumental points or characteristics of Uncle Ho that make him standing out of the others and earning respect are "a steel spirit, determination, sacrifice and strong moral values".

APPENDICES

- Fig. 1. Uncle Ho's leadership journey
- Fig. 2. Vietnamese currency
- Table I Invariant- wise leadership traits



Fig. 2. Vietnamese currency. Source: Author.

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Sang, Tran Kim does believe that success is only so meaningful whenever work and life balances. Her great passion is bringing the better living conditions for our community, healing to people who have been through a stressful experience (working or living). She helps children, adult, handicap, and community so as to find the educational equality so that they can face the root cause of trouble and deal with it judiciously.

Starting job as a customer service clerk in 2006, thanks to good management capacity, she is quickly promoted to executive assistant, manager, vice President of Bolt Institute; concurrently, acting as CEO for Cao Viet Export and Import Ltd., Co. At the present, she is running her family business in Viet Nam, and pursuing her Ph.D study.

Her background includes B.Sc in Veterinary and B.A in English, Viet Nam. She obtained M.Sc in leadership from the University of Northeastern, Boston.