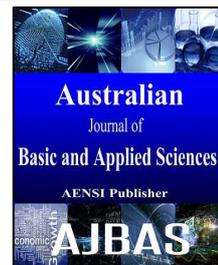




ISSN:1991-8178

Australian Journal of Basic and Applied Sciences

Journal home page: www.ajbasweb.com

Global Leadership Development Model Elements of Thailand Food Export Industry Executives

¹Kanya Supphakijkosol and ²Associate Professor Dr. Khosit Intawongse

¹Faculty of Human Resource Development Ramkhamhaeng University.

²Dean of Faculty of Human Resource Development Ramkhamhaeng University.

ARTICLE INFO

Article history:

Received 25 July 2015

Accepted 30 August 2015

Available online 9 September 2015

Keywords:

Global Leadership, Leadership Development Model, Thailand Food Export Industry.

ABSTRACT

Background: Food export industry was regarded as important role to the overall national economic to generate almost several hundred million baht to almost one trillion baht income every year. In addition, the industry had the competitive potential to the global market in the same time when Thailand government launce "Thailand is the kitchen of the world". **Objective:** To study the elements of global leadership development model of executives in the food export industry in Thailand. **Results:** Author had studied the literature since 2000 to 2013 and found some related research on leadership development, or global leadership in the context of the food industry or similar industries. Author did some researches on the study of Marquardt & Berger (2000), Mendenhall & Osland (2002), McCall & Hollenbeck (2002), Goldsmith *et al.* (2003), Bird & Osland (2004), Osland (2007), Gundling *et al.* (2011), the Conference Board (2013), AMA (2013) and Bird (2013) and discovered the important features of global leadership could be classified to 3 areas including of self-managing, people and relationship managing and business and organization management. **Conclusion:** This study used document analysis as a qualitative **research method** to identify the elements of the global leadership model of food export industry executives and finally found global leadership elements were consist of 3 elements. Firstly, **self-managing**. Secondly, people and relationship managing. Lastly, business and organizational management.

© 2015 AENSI Publisher All rights reserved.

To Cite This Article: Kanya Supphakijkosol and Dr. Khosit Intawongse., Global Leadership Development Model Elements of Thailand Food Export Industry Executives. *Aust. J. Basic & Appl. Sci.*, 9(30): 83-85, 2015

INTRODUCTION

Export industry in Thailand plays an important role to the economic development because it is the main income for the country. Particularly food products 12 % of product export were agricultural processed products and 8% were agriculture products. These numbers represented combined value of almost 20 per cent of total export value with approximately 10 percent of the country's GDP after deducting the value of non-food agricultural products in 2013 (Bank of Thailand, 2014). Therefore, food export industry was regarded as important role to the overall national economic to generate almost several hundred million baht to almost one trillion baht income every year. In addition, the industry had the competitive potential to the global market in the same time when Thailand government launce "Thailand is the kitchen of the world ". According to this policy and the 11th National Economic and Social Development Plan, the food industry has to be developed and adapted to meet both strategic

policies. The executives of the organization had played an important role to lead and support organization to develop social and economic system of the country and expanding their organization to international markets. In the era of free trade and the ASEAN Economic Community (AEC) industries (Teprapit & Paopan, 2015), executives must possess the knowledge, skills and high potential in order to adapt to the new economic that require new skill and attitude to be able to do business with several countries and able to compete others competitor in the global market. Especially corporate boards or administrators must possessed global leadership to be able to be defensive and offensive to themselves, officials, team, organization and social enterprise progress to response to national development towards a well-balanced development to create sustainable "Society to Live Together Happily" in the free trade area era.

Objectives:

To study the elements of global leadership development model of executives in the food export industry in Thailand.

Literature Review:**Global leadership:**

By studying some concepts and related researches, author found global leadership was a new concept and presented by Osland (2008). He presented global leadership was different from traditional leadership in quality, skill and competency. Understanding of these issues would help leader to acknowledge effectiveness leadership at the local level or nationally level were not significant or essential to the effectiveness of global leadership because the leader with global leadership would have to face and interaction with leader from other countries with different cultures. Therefore, it was necessary for leader to increase his ability in several fields such as awareness skill to understand cultural diversity and emotional intelligence more than the traditional leadership. In addition, leader with global leadership had to have the ability to respond to business environment with diverse cultures, which were more complex and uncertainty all the time. This was consistent to Adler (2001) that presented global leadership was the ability to motivate or influence opinions, attitudes and behaviors of people around the world. Moreover, Mendenhall (Ducker, 2012) explained global leader was the person who created the significant positive change in organization by trying to build community through building trust and prepare the structure and processes of the organization under an environment with a various countries of stakeholders, various sources of outside authority from multi-nationals and cultural with an impermanent complex such as demographic complex and cultural complex. From the above mentioned, global leadership could be summarize to the ability of individual person to lead himself, influence or manage other people and manage relationships with others to achieve a coordination including the ability to lead his organizations and businesses to accomplish organization goal under the environments that

organization had trade operation with other countries around the world.

Methodology:

This study was a quality research, author had done documentary research to review concepts, theories and related research from the past to the present to summarize the global leadership model elements of Thailand food export industry executives. Finally, author used content analysis to summarize all key points that found in this research.

Research Finding:

Author had studied the literature since 2000 to 2013 and found some related research on leadership development, or global leadership in the context of the food industry or similar industries. Author did some researches on the study of Marquardt & Berger (2000), Mendenhall & Osland (2002), McCall & Hollenbeck (2002), Goldsmith *et al.* (2003), Bird & Osland (2004), Osland (2007), Gundling *et al.* (2011), the Conference Board (2013), AMA (2013) and Bird (2013) and discovered the important features of global leadership could be classified to 3 areas including of self-managing, people and relationship managing and business and organization management.

The self-managing is discussed on attributes, abilities and attitudes that exist in the identity of leadership or global leadership of executive. This concept is about the process of self-management in order to self-control, self-awareness and self-guide to operate under global environment. While the ability of people and relationships managing is mentioned on having a good relationship, tie in and building great strong relationships with others, be able to manage those relationships to achieve the desired outcomes goals. Finally, the ability of business and organizational management is the knowledge and ability of the leader or global leader to operate more efficiently and effectively on business administration and organization in the actual condition. This ability of global leader is broader than the typical leadership, especially the distance will has a direct impact to organization and business management.

Table 1: The elements from the synthesis research are summarized in 3 areas.

Global Leadership	Leadership Features
Self managing	1. Global mindset : Have the concept of global. 2. Inquisitiveness : Be able to pursuit of knowledge, learning and unlimited learning 3. Open-mindedness 4. Humility 5. Flexibility : Be able to adapt to any situation. 6. Integrity : Be righteousness, honesty, trustworthy and ethical. 7. Maturity 8. Conscientiousness 9. Resilience : Be able to recovery to original condition.
People and relationships managing	1. Valuing people : Be able to give an honor and trustful to other. 2. Interpersonal skills : Be able to build good relationship. 3. Relationship management skills : Be able to manage positive relationship. 4. Cross-cultural communication 5. Awareness of cultural differences

	6. Empowering others 7. Team skills : Be able to build team and manage multination.
Business and Organization Management.	1. Vision thinking : Be able to develop and create global vision to the business and organization. 2. Strategic thinking : Be able to create, develop and manage strategic. 3. Leading change 4. Business savvy : Be able to manage business to global business. 5. Organizational savvy : Be able to manage organization to global organization. 6. Managing communities

Conclusion:

This study used document analysis as a qualitative research method to identify the elements of the global leadership model of food export industry executives and finally found global leadership elements were consist of 3 elements. Firstly, self-managing was including of global mindset, inquisitiveness (pursuit of knowledge), learning and unlimited learning, integrity (righteousness, honesty, trustworthy and ethical), resilience (recovery to original condition), etc. Secondly, people and relationship managing was including of valuing people (giving an honor and trustful to other), interpersonal skills (building good relationship), relationship management skills (managing positive relationship), etc. Lastly, business and organizational management was including of vision thinking (developing and creating global vision to the business and organization), strategic thinking(creating, developing and managing strategic), leading change, etc.

leadership/research/strategic-leadership-development-global-trends-and-approaches.pdf.

Tepprasit, P., N. Paopan, 2015. The Sustainability on Business Management of THAI' Electronics Exporters, Australian Journal of Basic and Applied Sciences, 9(13): 34-37.

REFERENCES

Bird, A., 2013. "Mapping the Content Domain of Global Leadership" In Mendenhall, M.E., Osland, J.S., Bird, A., Stevens, M.J., and Stahl, G.K. (Eds)., 2013. *Global leadership: Research, Practice, and Development*. (2 nd ed). NY: Routledge.

Gundling, E., T. Hogan, K. Cvitkovich, 2011. *What is global leadership?: 10 key Behaviors That Define Great Global*. MA: Nicholas Brealey Publishing.

Goldsmith, M., C.L. Greenberg, A. Robertson, M. Hu-Chan, 2003. *Global Leadership: The next generation*. USA: Pearson Education.

Marquardt, M.J., N.O. Berger, 2000. *Global leaders for the twenty-first century*. NY: State University of New York Press.

Mendenhall, M.E., J.S. Osland, A. Bird, M.J. Stevens and G.K. Stahl, (Eds), 2013. *Global leadership: Research, Practice, and Development*. (2 nd ed). NY: Routledge.

Noe, R.A., J.R. Hollenbeck, B. Gerhart, P.M. Wright, 2008. *Human resource management* (6th ed.). China: McGraw-Hill/Irwin.

Osland, J.S., 2007. *The Organizational Behavior Reader*. Prentice Hall: New York.

The Conference Board, 2013. *Strategic Leadership Development: Global Trends and Approaches*. Retrieved January 26, 2014, from <http://www.rightmanagement.fr/fr/thought->