

## EXECUTIVE SUMMARY

This report will carry the title as “Leadership pave the way to Success”. The history of the global maritime industry will be discussed with a brief description of regional development as well. Also, a brief description of the background of port of Colombo and how the platform was created to establish the selected company will be explained. Then the company information will be presented in essence to identify the framework, outer look and internal chemistry of the company. Theme of Case study will be discussed as an important element of the report. Objectives of the study will also be presented in order for the readers to know exactly what this report will reflect and research upon. Three aspects will be covered as objectives of the study. Scope of the study will be another supporting element whilst the limitations of the study been mentioned separately. Chapter framework will be a guideline and road signs for the readers to know what the journey will looks like.

The report will then move towards a comprehensive literature review supporting the objectives. An introduction will show the path as to how the literature review will be carried out. Business growth will be illustrated in terms of volume growth, Staff increase and brand value. Transformational leadership will be explained through motivated staff, better working culture and teamwork. And also, by setting up goals aligned with corporate strategy. Operational excellence also supported the business growth and will be discussed under technological improvement, performance and productivity levels and most importantly customer service initiatives. Best HR practices also has been a main pillar of business growth and will be illustrated in terms of proper working condition and ethics, Rewards, recognition and staff benefits and also by proper training and development plan.

Most significant and most relevant literature will be selected and extracted from the whole lot of literature presented previously. Then those concepts will be presented under transformational leadership, operational excellence, best HR practices, competition (moderator) and business growth. Case framework will also be presented in order to have a quick snapshot of the framework of the study. Data collection method and the mechanism to analyze the data will also be mentioned. A table carrying the details of interviewing process

will be included with the details of interviewers and the date and time of interviews. How the other data will be collected will be explained with the mechanism of data analysis.

With all the findings, the success story of the company will be narrated where the whole case will flow according to the identified elements in order to understand the rhythm and the speed of the journey. Background of the company and the company today will be presented with some historic data and present data. Also, the success story will flow as the company progressed and later the story will be segmented according to the identified elements to create a better narration and learning. Quotes extracted from the interviews will be included with the person's title to support and establish the exact story of the selected company. The objectives will be cascaded to many sub areas to have a better clarity of the success story. Photographs, graphical illustration, charts and tables will support and strengthen the story.

The findings through numerous mechanisms such as interviews, company data and other related data will be gathered, analyzed and presented according to the outcome and the correlation with the outcome vs drivers. The findings will be segmented and explained in detail, according to the literature presented earlier and how the company has behaved in its journey, as per those concepts / theories introduced by the scholars and researches around the world. The selected significant theories will be explained in contrast and comparison with the behavior of the company. Has the company achieved business growth? Has the leadership played a significant role in achieving business growth? Will be discussed through findings. Also, the operational excellence and best HR practices has supported the business growth will be discussed through the findings.

Since the study has gathered all the data, discussed in accordance with the literature, now it is easy to conclude whether the company has really achieved the desired outcome and also, whether the drivers had influenced to achieve the outcome. Further, since this is an interesting case and heavy work load been carried out in terms of a research, some lessons learned will be elaborated to grab for anyone who is keen. The methodology for the whole study will be an example for anyone to learn out of. Finally, some case study questions will be prepared to support the readers to know whether they have really grab the essence of this fabulous story.