

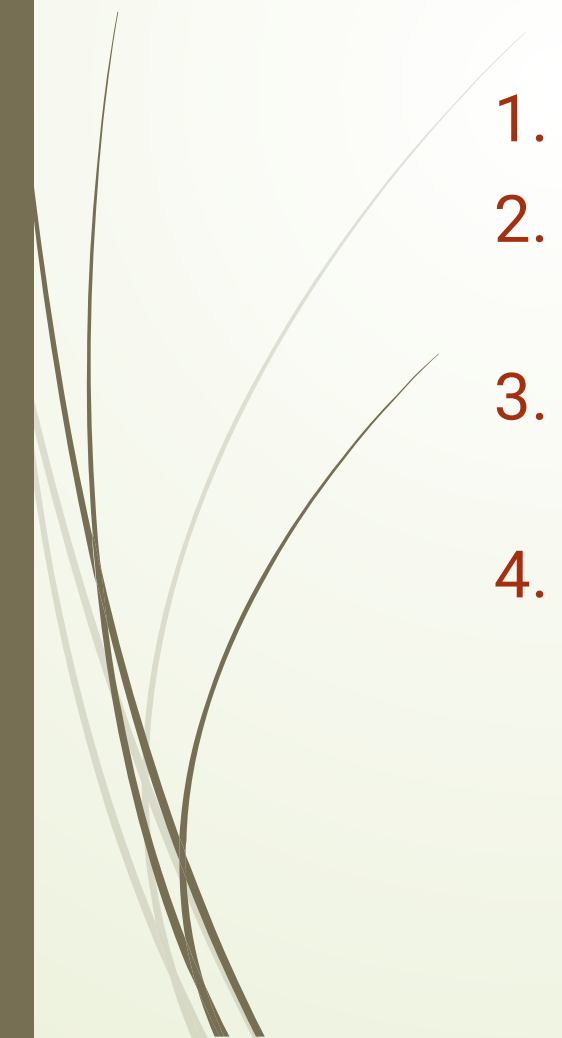




# LEADERSHIP

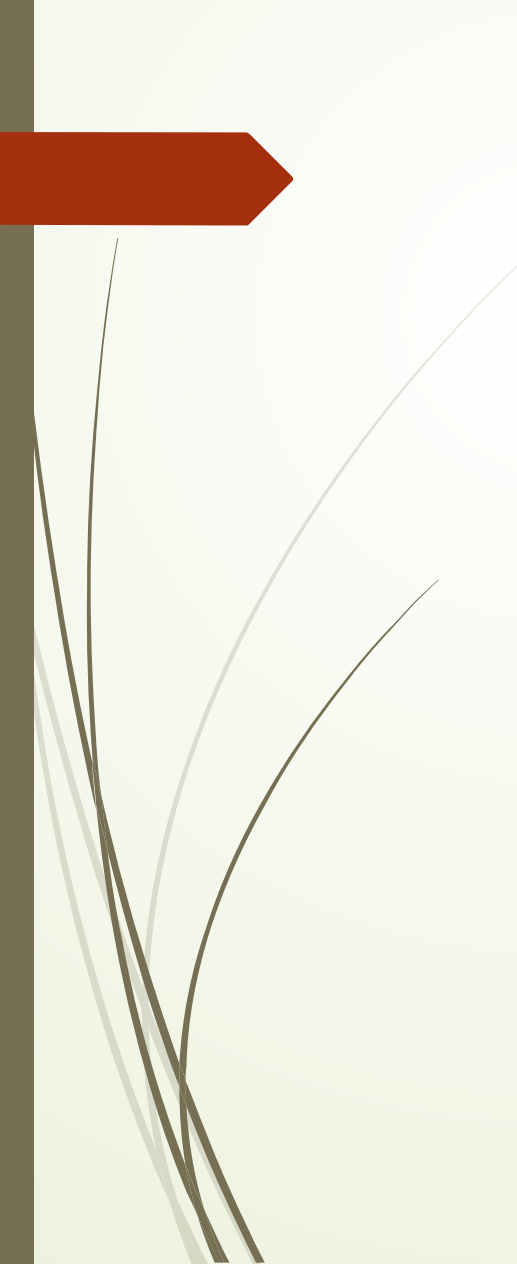
IN ITS TRUEST SENSE



# Agree OR Disagree

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1. Good leaders are born ,not made.
  2. I tend to treat my subordinate well as long as they do what I say.
  3. Good leaders depend on their followers as much as they depend on themselves.
  4. As a leader, I would always include the reasons why when asking a subordinate to perform a task.

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- 5. A good leader will achieve his or her objectives at any cost.
  - 6. As a group manager, I would never entrust an important project to any one but myself, even if it means working overtime.
  - 7. A key to good leadership is being consistent in how one leads.

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9. If justified , I would recommend a subordinate for a promotion to a position equal to or even higher than my own position.
  10. Some subordinates can participate in the decision making process without threatening a leaders position.
  11. If my group fails to achieve an objective because of a group member's failure, I would explain it as such to my superiors.



# MYTHS ABOUT LEADERS



## ☒ THE BIRTH RIGHT MYTH

“Leaders are born, not made”.

## ☒ THE INTENSITY MYTH

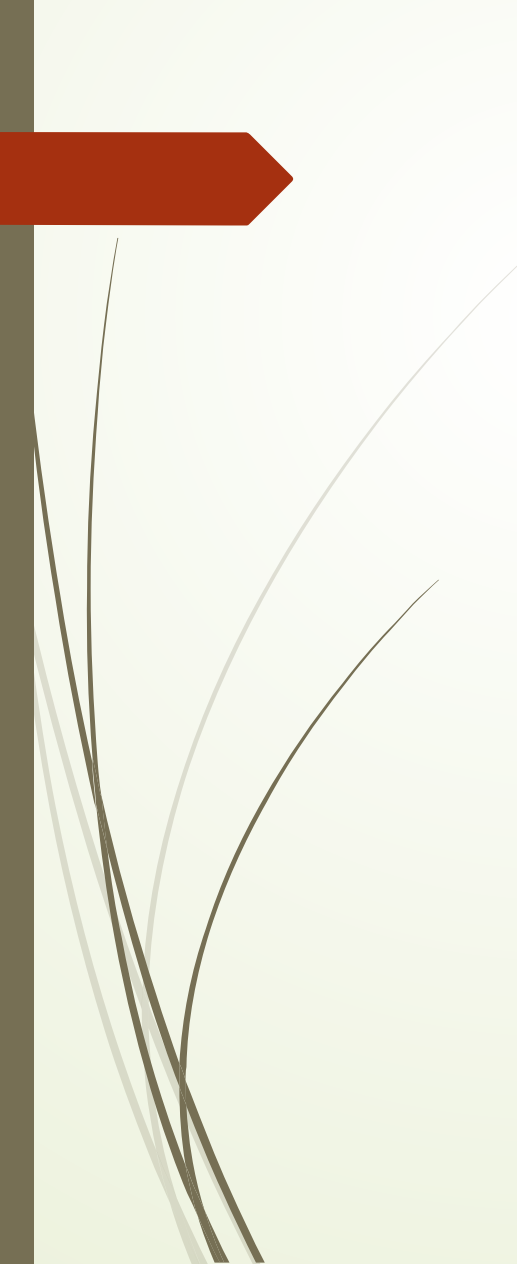
“Leaders are emotionally more intense , then the rest of us”.

## ☒ LEADERSHIP Is a rare skill.




## Myths Contd.

- ❑ “Leaders are charismatic.”
- ❑ “Leadership exist only at the top of an organization.”
- ❑ “The leaders control, direct & manipulate others.”




"leadership is influence -  
nothing more, nothing less."



*"Leadership is a function of knowing yourself, having a **vision** that is well communicated, **building trust** among colleagues, and **taking effective action** to realize your own leadership potential."*

Prof. Warren Bennis





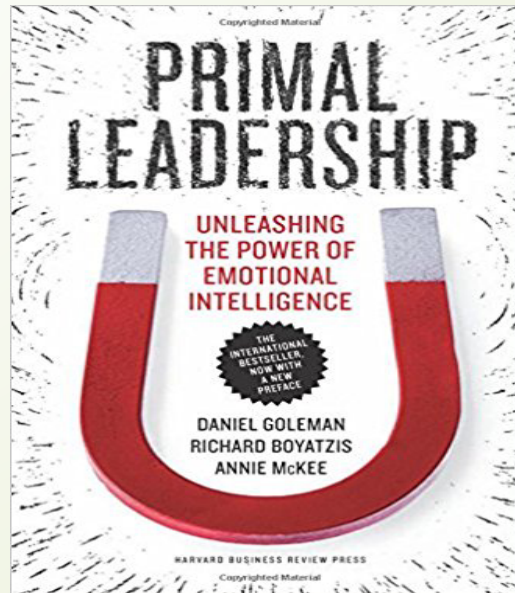
Leadership is about articulating vision,  
embodying values, and creating the  
environment within which things can be  
accomplished.



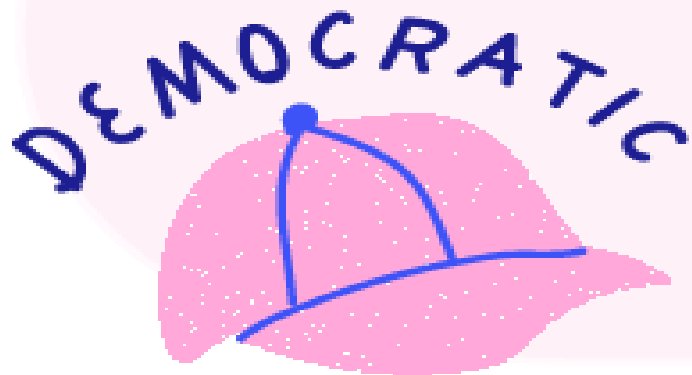
# WHAT DO WE MEAN BY A GOOD LEADERSHIP ?

- ☒ Motivate their followers
- ☒ Exploit opportunities
- ☒ Anticipate change
- ☒ Correct poor performance and
- ☒ Lead the organization towards its objectives

According to the book *Primal Leadership* by *Daniel Goleman*, there are 6 different leadership styles you should know about..



# The 6 Different Types of Leadership

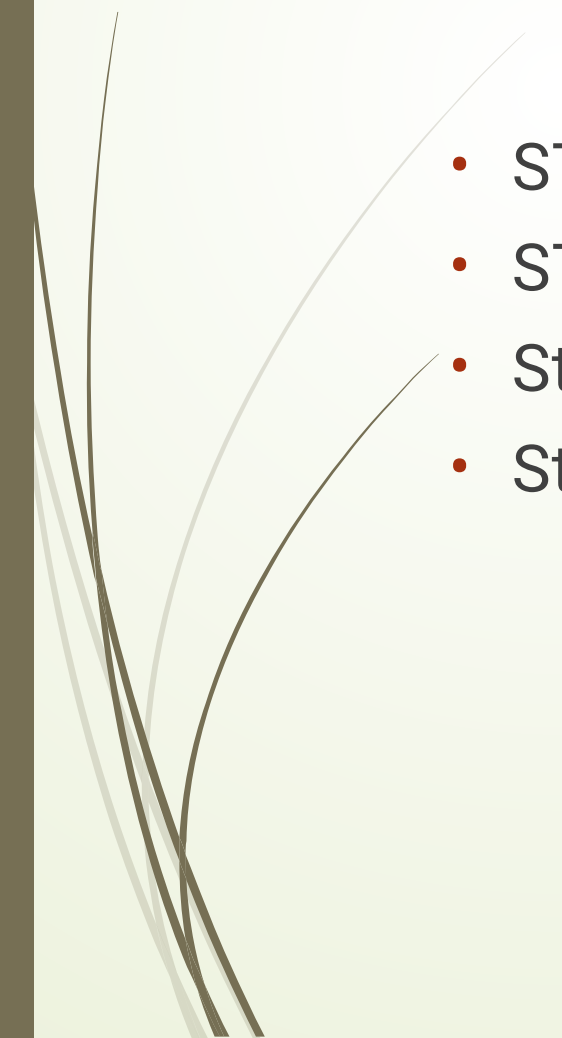


## The Six Leadership Styles (Goleman)

	Commanding	Visionary	Affiliate	Democratic	Pacesetting	Coaching
<b>The leader's modus operandi</b>	Demands immediate compliance	Mobilizes people towards a vision	Create harmony and builds emotional bonds	Forges consensus through participation	Sets high standards for performance	Develops people for the future
<b>The style in a phrase</b>	"Do as I say."	"Come with me."	People come first."	"What do you think?"	"Do at my pace."	"Try this."
<b>Underlying emotional intelligence competencies</b>	Drive to achieve, initiative, self-control	Self-confidence, empathy, change catalyst	Empathy, building relationships, communication	Collaboration, team leadership, communication	Conscientious, drive to achieve, initiative	Developing others, empathy, self-awareness
<b>When the style works best</b>	In a crisis, to kick start a turnaround, or with problem employees	When changes require a new vision, or when a clear direction needed	To heal rifts in a team or to motivate people during stressful circumstances	To build buy-in or consensus, or to get input from valuable employees	To get quick results from a highly motivated and competent team	To help an employee improve performances or develop long-term strengths



# Class Activity

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- STEP 1: Divide into a group of 3 people
  - STEP 2: Choose your group Leader
  - Step 3: Prepare presentation on the topic provided
  - Step 4: Presentation by group leader