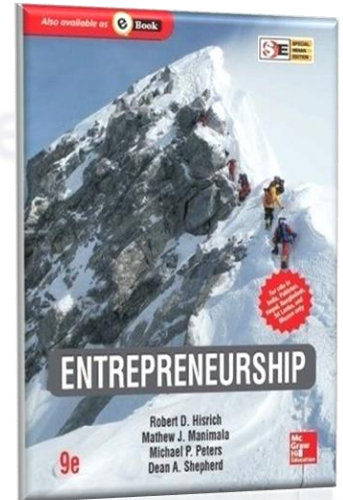# Entrepreneurship & Leadership (HSS-421)   (2+0)

Department of Computer Software Engineering
Karachi Campus
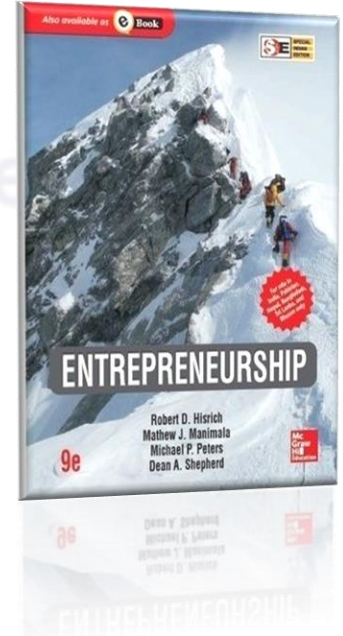
ENGR. SYED RIZWAN ALI
Assistant Professor,
Head of Business Incubation Center,
Bahria University (Karachi Campus)

Department of Computer
Software Engineering
Karachi Campus

ENTREPRENEURSHIP

Robert D. Hisrich
Mathew J. Manimala
Michael P. Peters
Dean A. Shepherd

9e

LEADERSHIP STYLES AND TRAITS

Lecture No 03

By Engr. Syed Rizwan Ali

Learning Outcomes

- Understanding of Various Leadership Styles including Autocratic, Transformational, Transactional, Servant, Democratic, and Laissez-fair

- Ability to Identify Personal Leadership Style through Self-Assessment Tools, Feedback, and Reflection on past leadership experiences.

- Knowledge of Traits of Effective Leaders such as Communication, Integrity, Empathy, Resilience, and Vision.

- Application of Real-World Examples, renowned leaders like Quaid Azam, Abdul Sattar Edhi, Steve Jobs, Nelson Mandela, and Mother Teresa exemplify specific leadership styles and traits.

Overview of Leadership Styles

❖ **Leadership:**

- Leadership style refers to the <u>approach, behavior,</u> and <u>method</u> a leader uses to <u>motivate, decide, and manage</u> when <u>guiding groups or organizations</u>.

- Different leadership styles are appropriate for different people and <u>circumstances,</u> and the most <u>effective leaders</u> are <u>versatile and can adapt their style to the situation.</u>

Identifying Personal Leadership Styles

Identifying Personal Leadership Styles

❖ **Personal Leadership:**

• Identifying one's personal leadership style is crucial as it helps in understanding how one influences others, makes decisions, and drives the team forward.

• Recognizing personal leadership styles can foster <u>improved communication, team dynamics, and overall effectiveness</u> in leadership roles.

Identifying Personal Leadership Styles

❖ **Personal Leadership:**

- Here's a comprehensive overview of how individuals can identify their personal leadership styles.

- **1. Self-Assessment Tools:**

- **Purpose:** To provide insights into one's leadership preferences, strengths, and areas for development.

- **Example:** The Leadership Compass, <u>Myers-Briggs</u> Type Indicator, and <u>DISC Assessment</u> are widely used tools that can help identify leadership styles.

- **How to Use:** Complete the assessment and reflect on the results to gain insights into your dominant leadership style and areas for development.

Identifying Personal Leadership Styles

❖ **Personal Leadership:**

- **2. Reflection on Past Leadership Experiences:**

- **Purpose:** To analyze past behaviors, decisions, and approaches to leadership situations.

- **How to Use:** Reflect on past experiences where you had to lead, noting your approach to decision-making, problem-solving, and team interactions. Identify patterns and preferences in leadership behaviors.

Identifying Personal Leadership Styles

❖ **Personal Leadership:**

• **3. Soliciting Feedback from Peers and Subordinates:**

• **Purpose:** To gain external perspectives on one's leadership effectiveness, approach, and impact.

• **How to Use:** Regularly seek feedback from peers, subordinates, and superiors regarding your leadership approach and impact. Constructively use the feedback to enhance your leadership skills.

Identifying Personal Leadership Styles

❖ **Personal Leadership:**

- **4. Observing Leadership Preferences:**

- **Purpose:** To recognize preferences in leading and managing others through observation of day-to-day interactions and activities.

- **How to Use:** Observe your behaviors, preferences, and approaches in different situations. Note whether you prefer to lead by directing, coaching, supporting, or delegating, and whether your approach changes depending on the situation.

Importance of Identifying Personal Leadership Styles:

- Identifying one's leadership style is a dynamic, ongoing process that involves self-reflection, feedback, and a willingness to grow and adapt.

- It is not about labeling oneself but about understanding one's unique approach to leadership and leveraging it effectively to inspire and lead others.

- Regularly revisiting and reassessing one's leadership style can lead to enhanced leadership effectiveness and personal growth.

Types of Leadership Styles

Common Leadership Styles

- **Visionary** — Progress-focused and inspirational
- **Servant** — Humble and protective
- **Autocratic** — Authoritarian and result-focused
- **Laissez-faire or hands-off** — Autocratic and delegatory
- **Democratic** — Supportive and innovative
- **Pacesetter** — Helpful and motivational
- **Transformational** — Challenging and communicative
- **Transactional** — Performance-focused
- **Bureaucratic** — Hierarchical and duty-focused
- **Coach** — Motivational

Indeed[1] https://www.indeed.com/career-advice/career-development/10-common-leadership-styles

Types of Leadership Styles

1. **Autocratic Leadership Style**

2. **Transformational Leadership Style**

3. **Transactional Leadership Style**

4. **Servant Leadership Style**

5. **Democratic Leadership Style**

6. **Laissez-fair Leadership Style**

Types of Leadership Styles

- **1. Autocratic Leadership Style**
- **Definition:** A style where leaders make decisions unilaterally, without involving subordinates.
- **Example:** Martha Stewart is often cited as an autocratic leader, known for her meticulous control over her brand.
- **2. Transformational Leadership Style**
- **Definition:** Leaders inspire and motivate followers by creating a vision of the future and encouraging innovation.
- **Example:** Steve Jobs, who significantly transformed multiple industries, is a classic example of a transformational leader.
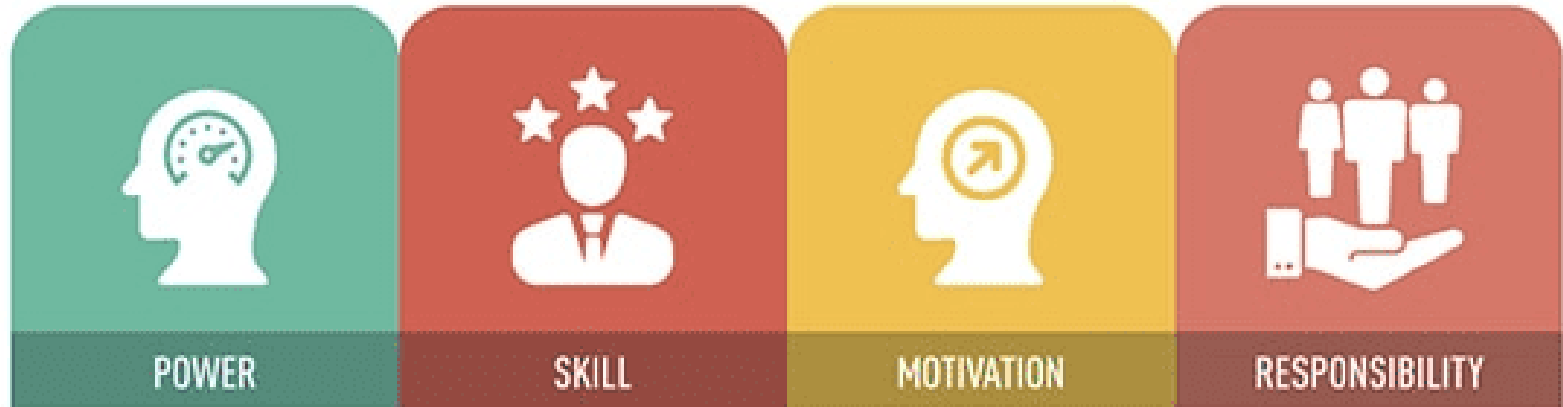
Types of Leadership Styles

- **3. Transactional Leadership Style**
- **Definition:** This style is based on a system of rewards and penalties; leaders expect compliance from their subordinates and correct deviations.
- **Example:** Vince Lombardi, a successful football coach, exemplified transactional leadership by setting clear rules and enforcing them strictly.
- **4. Servant Leadership Style**
- **Definition:** Leaders prioritize the needs of their team and seek to serve rather than exert authority.
- **Example:** Abdul Sattar Edhi is often considered a servant leader due to his lifelong commitment to serving others and his focus on peace and equality.

Types of Leadership Styles

- **5. Democratic Leadership Style**
- **Definition:** Leaders seek input and consider feedback from group members and strive for consensus before making decisions.
- **Example:** Nelson Mandela/Quaid Azam is a shining example of democratic leadership, fostering an inclusive environment and seeking collaborative solutions.
- **6. Laissez-faire Leadership Style**
- **Definition:** Leaders offer little to no guidance to group members and leave decision-making up to the group.
- **Example:** Richard Branson adopts a more laissez-faire approach, giving his employees the freedom to explore and make decisions.

Traits of Effective Leaders

Traits of Effective Leaders

- The building blocks of leadership are fundamental components or principles that form the foundation for effective leadership.

- These building blocks are crucial for developing strong leadership skills and attributes, leading to enhanced organizational performance and success

1. **Communication:**

✓ **Description:** Ability to convey ideas and information clearly and effectively.

✓ **Real-World Example:** Quaid e Azam, & Oprah Winfrey's ability to connect with diverse audiences, creating understanding and empathy, underscores the power of effective communication.

Traits of Effective Leaders

2.   **Integrity:**

✓ **Description:** Upholding moral and ethical principles, maintaining honesty, and consistency in actions and decisions.

✓ **Real-World Example:** Warren Buffet's transparent and ethical business practices have earned him respect and trust across the business world.

3.   **Empathy:**

✓ **Description:** Understanding and sharing the feelings and perspectives of others, fostering a supportive and inclusive environment.

✓ **Real-World Example:** Abdul Sattar Edhi demonstrated

Traits of Effective Leaders

✓ through her dedication to serving the poor and suffering, highlighting the importance of compassion in leadership.

4. Resilience:

✓ **Description:** Recovering quickly from difficulties, maintaining focus, and optimism in the face of challenges.

✓ **Real-World Example:** Abraham Lincoln's resilience through numerous setbacks and failures emphasizes the importance of persistence and determination in leadership.

Traits of Effective Leaders

5. **Vision:**

✓ **Description:** Formulating and communicating a clear, inspiring, and achievable future state or goal.

✓ **Real-World Example:** Elon Musk's visionary goals, such as colonizing Mars and creating sustainable energy solutions, illustrate the transformative power of visionary leadership.

Thanks
Any Question
?????