



# Introduction to Psychology

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# Introduction to Psychology

## LEADERSHIP

# Leadership

- Leadership is influencing people -- by providing purpose, direction, and motivation -- while operating to accomplish the mission and improving the organization."

# What is Leadership?

Leadership is the ability to influence a group towards the achievement of vision or set of goals

According to **Peter Drucker**

**"The leader is someone who has followers"**

**Bill Gates:**

**"As we look ahead into the century, leader will be those who empower others"**



# LEADERSHIP

*The leader always sets the trail for others to follow.*



- ▶ **A leader** is a person who helps an individual or a group of individuals in achieving their goals.
- ▶ **A leader does not always have to be the president, or the elected leader. It may be an active leader of the group, or someone who reaches out to help another person.**
- ▶ **A follower** is an individual who follows the ideas, goals, or tasks of a leader. Followers are developed by working together to identify goals and strategies for achieving the goals.

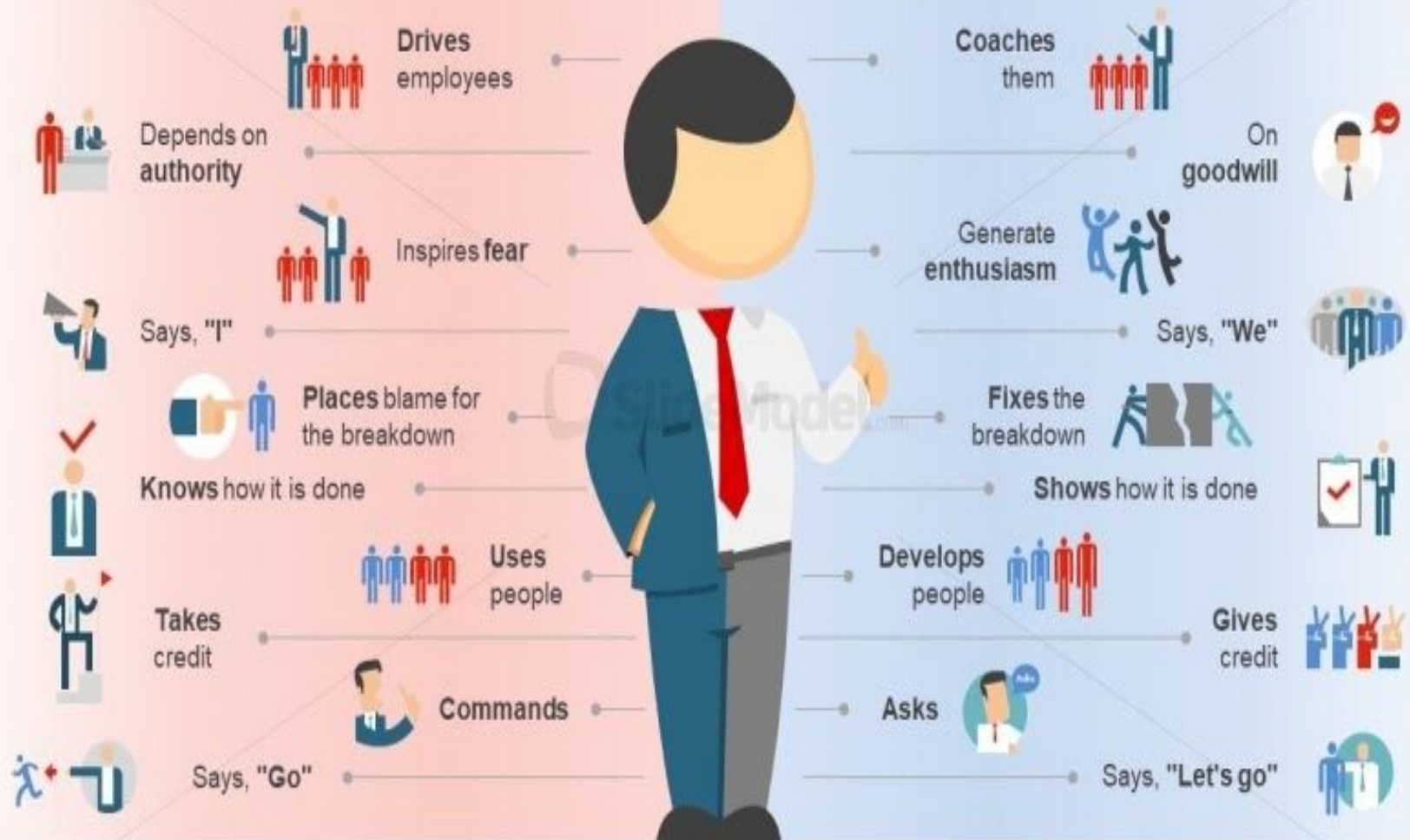


# BOSS vs LEADER



# BOSS

# LEADER



DIFFERENCE BETWEEN



# Boss vs Leader

<ul style="list-style-type: none"><li>✓ A boss drives employees.</li><li>✓ Follow orders because of their authority. They develop the feeling of fear.</li><li>✓ They says "I".</li><li>✓ Places blame for breakdown.</li><li>✓ Knows how its done.</li><li>✓ Bosses uses people.</li><li>✓ They takes all the credit.</li><li>✓ They commands.</li><li>✓ Bosses says "Go"</li></ul>	<ul style="list-style-type: none"><li>✓ A leader coaches employees.</li><li>✓ Follow them because of their good will.</li><li>✓ They generate enthusiasm.</li><li>✓ They says "WE."</li><li>✓ Fixes the breakdown.</li><li>✓ Shows how it is done.</li><li>✓ Leaders develop people.</li><li>✓ They give credit.</li><li>✓ They ask.</li><li>✓ Leaders says "LET'S GO"</li></ul>
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# Traits of a good LEADER

- “A leader is one who knows the way, goes the way, and shows the way.”

# 8 Traits of a good LEADER

**Innovation**

**“Innovation distinguishes between a leader and a follower.”**

**Honesty & Integrity**

**Leaders succeed when they stick to their values and core beliefs and without ethics, this will not be possible.**

**Understanding the problems of your followers and feeling their pain is the first step to become an effective leader.**

**Empathy**

**“A good leader takes little more than his share of the blame and little less than his share of the credit.”**

**Accountability**

**Good Communicator**

“If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

**Inspire others**

A good communicator can be a good leader. Words have the power to motivate people and make them do the unthinkable.

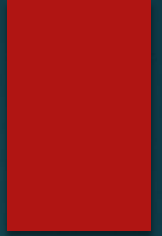
**Confidence**

To be an effective leader, you should be confident enough to ensure that other follow your commands..

**Delegation & Empowerment**

Delegate tasks to your subordinates and see how they perform. Provide them with all the resources and support they need to achieve the objective and give them a chance to bear the responsibility.

# Effects of Bad Leadership





# Effects of bad leadership



# Types of leadership



# Types of leadership

There are 5 types of leadership

- ❖ Authoritarian Leadership (autocratic leaders)
- ❖ Participative Leadership (Democratic)
- ❖ Delegative (Laissez-Faire) Leadership
- ❖ Transactional Leadership
- ❖ Transformational Leadership

# Authoritarian Leadership (autocratic leaders)

- ❖ The autocrat gives orders and expects prompt execution, with little-to-no feedback or input from the worker. This leadership style can work in a production-type environment that demands maximal output in simple, repetitive job roles. It rarely allows for an environment in which creativity will flourish. The autocrat pushes employees hard; often, he does not get loyalty and long-term commitments in return. High turnover and low satisfaction is expected, in response to this leadership style. There are times when autocratic leadership is effective

# Participative Leadership (Democratic)

- this is generally the most effective leadership style. Democratic leaders offer guidance to group members, but they also participate in the group and allow input from other group members.



# Delegative (Laissez-Faire) Leadership

- ❖ Researchers found that children under delegative leadership were the least productive. The children in this group also made more demands on the leader, showed little cooperation and were unable to work independently. Delegative leaders offer little or no guidance to group members and leave decision-making up to group members. While this style can be effective in situations where group members are highly qualified in an area of expertise, it often leads to poorly defined roles and a lack of motivation.



# Transactional Leadership

- ❖ Transactional leadership relies more about "trades" between the leader and follower by which followers are compensated for meeting specific goals or performance criteria . The transactional leader will first validate the relationship between performance and reward and then exchange it for an appropriate response that encourages subordinates to improve performance . Transactional leadership in organizations plays an exchange role between managers and subordinates. Transactional leadership style is understood to be the exchange of rewards and targets between employees and management .

# Transformational Leadership

- ◆ **leadership** approach that causes change in individuals and social systems. In its ideal form, it creates valuable and positive change in the followers with the end goal of developing followers into **leaders**.



# Theories of Leadership

# Theories of leadership

- Trait Theory
- Behavioral Theory
- Contingencies Theory



# Trait theory of leadership

- ✓ Successor of "**Great Man**" Theory of leadership
- ✓ Trait theories of leadership focus on personal qualities and characteristics
- ✓ Attempt to discover the traits shared by all effective leaders
- ✓ **Traits** are enduring attributes associated with an individual's personality or makeup

# Behavioral theory of leadership

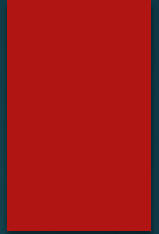
**Behavioral leadership theories** (derived from Ohio State and University Of Michigan Studies) focus on common behaviors common to effective leaders

- ▶ Imply that leaders can be trained  
focus on the way of doing things
  - ▶ Structure based behavioural theories –  
focus on the leader instituting structures –  
task orientated
  - ▶ Relationship based behavioural theories –  
focus on the development and  
maintenance of relationships – process  
orientated

# Contingency Theory Of Leadership

- ❑ **Fiedler's** contingency model maintains that effective leadership depends on match between the leader's style and the degree to which the work situation gives control and influence to the leader
- ❑ According to **Fiedler** ,leader may be primarily task oriented or relationship oriented

# Contingency Theory Of Leadership




- ▶ Leadership as being more flexible – different leadership styles used at different times depending on the circumstance.
- ▶ Suggests leadership is not a fixed series of characteristics that can be transposed into different contexts



- ▶ May depend on:
  - ▶ Type of staff
  - ▶ History of the business
  - ▶ Culture of the business
  - ▶ Quality of the relationships
  - ▶ Nature of the changes needed
  - ▶ Accepted norms within the institution





□ In Fiedler's model ,to assess the work situation ,three situation are examined

- **Leader-member relations** (relationship between leader and followers)
- **Task Structure** (how well elements of the work task are structured)
- **Position Power** (authority to punish or reward)

# Characteristics Of Leadership

- Authenticity
- Desire to Serve Others
- Empowering People
- Guided by Heart, passion and compassion
- Recognize their shortcomings
- Lead with Purpose
- Build Enduring Relationships
- Clear Where They Stand
- Refuse to Compromise
- Develop Themselves

# Traits shared by all leaders

- Willingness to stand out, differentiate yourself, risk rejection by being different, a dose of rebelliousness.
- Determination and perseverance to push through your own ideas.
- Improvement drive - desire to find better ways of doing things, curiosity.
- Questioning mind - not accepting authority, willingness to challenge the status quo.
- Self belief - believing that you can think for yourself and devise a better way.
- Thick skin - being able to withstand criticism and recover from setbacks.
- Learning from mistakes - being prepared to try things to find what works.

# Principles of Leadership

- Know yourself and seek self-improvement
- Be technically proficient
- Seek responsibility and take responsibility for your actions
- Make sound and timely decisions
- Set the example
- Know your people and look out for their well-being
- Keep your workers informed
- Develop a sense of responsibility in your workers
- Ensure that tasks are understood, supervised, and accomplished
- Train as a team
- Use the full capabilities of your organization

# Function of leadership

- **HOW TO IMPACT AND INFLUENCE TO BRING CHANGES**
- **Implementation of Change and Effects**
- **Preparing for the change and Reducing Negative effects**
- **The leader is the key player in decision-making**

## **DUTIES OF THE LEADER:**


- **Establish the Rules**
- **Enforce the Rules**
- **Maintain Social Order**
- **Theories: Great person theory**
- **Situational theories**



An aerial photograph of a city, likely Chicago, taken from a high vantage point looking down at a grid of streets and buildings. The sun is low on the horizon, creating a warm, golden glow over the city. A large, semi-transparent dark teal rectangle covers the top portion of the image. A solid red rectangle is positioned in the top right corner. The quote is centered in the middle of the image in white text.

Leadership is not about titles,  
positions or flowcharts. It is about  
one life influencing another.

John C. Maxwell

 quote fancy

**Always be Thankful**

**Thank you**