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LEADERSHIP AND MANAGEMENT STYLES

Leadership

Ken Manners is an expert on leadership and management styles.

Can leadership be taught? Or are the only real leaders born leaders?

'Traditionally, the model for leadership in business has been the army. Managers and army officers give orders and their subordinates (the people working below them) carry them out. Managers, like army officers, may be sent on leadership courses to develop their leadership skills, their ability to lead. But they still need a basic flair or talent for leadership.'

What makes a great leader?

'The greatest leaders have charisma, an attractive quality that makes other people admire them and want to follow them. A leader may be described as a visionary, someone with the power to see clearly how things are going to be in the future. People often say leaders have drive, dynamism and energy.'

Modern management styles

How have management styles changed in the last few years?

'Before, leaders were distant and remote, not easy to get to know or communicate with. Today, managers are more open and approachable: you can talk to them easily. There is more management with consensus, where decisions are not imposed from above in a top-down approach, but arrived at by asking employees to contribute in a process of consultation.'

Do you think this trend will continue?

'Yes. There are more women managers now, who are often more able to build consensus than traditional military-style authoritarian male managers.'

Empowerment

What, exactly, is empowerment?

'Encouraging employees to use their own initiative, to take decisions on their own without asking managers first, is empowerment. Decision-making becomes more decentralized and less

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bureaucratic? Less dependent on managers and systems. This is often necessary where the number of management levels is reduced.

To empower employees, managers need the ability to delegate, to give other people responsibility for work rather than doing it all themselves. Of course, with empowerment and delegation, the problem is keeping control of your operations: a key issue of modern management.'

Watch: 5 Different Types of Leadership Styles | Brian Tracy on
<https://www.youtube.com/watch?v=vilZazhljoc>