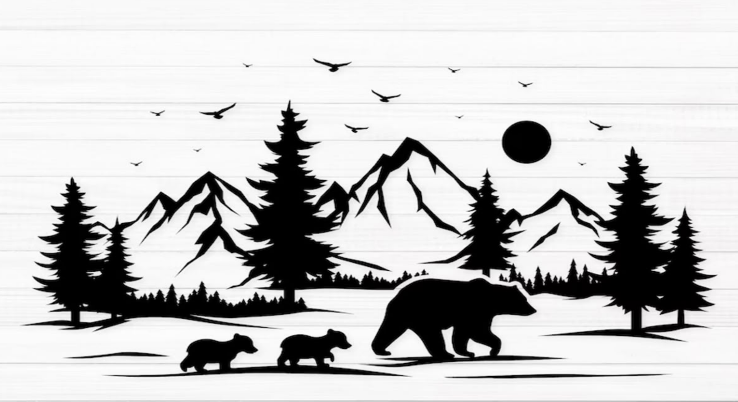
# LEADERSHIP

A leadership style refers to a leader's characteristic behaviour when directing, motivating, guiding, and managing groups of people. Great leaders can inspire political movements and social change. They can also motivate others to perform, create, and innovate.

As you start to consider some of the people who you think of as great leaders, you can immediately see that there are often vast differences in how each person leads. Fortunately, researchers have developed different theories and frameworks that allow us to better identify and understand these different leadership styles.

Here are just a few of the most prominent leadership frameworks and styles that have been identified.

# Our Resource Library

Leadership Experts provides a vast array of tutorial videos that you can access as a member of the club Leadership Experts. If our videos do not align with a specific theory, you may still recognize various elements present in different leadership approaches.

To Help You Enhance Your Leadership Abilities

Here is a list of videos we are making available to you:

* The art of decision-making
* Becoming a visionary
* Being an inspiring leader
* Communicating with impact
* Fostering a culture of innovation
* Constructive guidance and reviews
* Productive meetings
* Bringing out team potential
* The value of self-reflection
* Leading with integrity
* Addressing challenges
* Hiring with precision
* Assessing team performance
* Guiding a cohesive unit
* Taking time for personal growth
* Effective meetings

Authoritarian leadership is best applied to situations where there is little time for group decision-making or where the leader is the most knowledgeable member of the group. **The autocratic approach can be a good one when the situation calls for rapid decisions and decisive actions.** However, it tends to create dysfunctional and even **hostile environments**, often pitting followers against the domineering leader.

**Participative Leadership (Democratic)**

Lewin’s study found that participative leadership, also known as **democratic leadership, is typically 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**. In Lewin’s study, children in this group were less productive than the members of the authoritarian group, but their contributions were of a higher quality.

**Participative leaders encourage group members to participate but retain the final say in the decision-making process**. Group members feel engaged in the process and are more motivated and creative. Democratic leaders tend to make followers feel like they are an important part of the team, which helps foster commitment to the goals of the group.

**Delegative Leadership**

**Researchers found** that children under delegative leadership, also known as laissez-faire leadership, were the least productive of all three groups. **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 useful in situations involving highly qualified experts, it often leads to poorly defined roles and a lack of motivation.

Lewin noted that laissez-faire leadership tended to result in groups that lacked direction where members blamed each other for mistakes, refused to accept personal responsibility, and produced a lack of progress and work.