

5 Best Leadership Styles in the Workplace

Leadership has been defined as the process of directing a group of people towards a common goal. Business management combines strategic planning, implementation, control and leadership to generate the desired results in a business. As a business manager you can choose to adopt one style of leadership throughout or to switch between different styles as your business circumstances change. The following are five of the best leadership styles that exist in the workplace.

1. Visionary Leadership

Most of the successful businesses have unique stories of starting out small and growing over years of doing business into the powerful enterprises that we know of. The people who start these companies are generally visionary leaders who have personal dreams of owning successful businesses and who find the right teams to achieve their vision.

This type of leadership style has leaders who define the goals of the company (which are mostly very ambitious) without defining how to achieve these goals. It highly contrasts with business management techniques which require clear goal definition and a step by step approach to achieving the goals through synergy.

If you are in the type of industry where you require your people to constantly innovate and experiment visionary leadership combined with good business management practices will ensure that your business remains competitive.

2. Democratic Leadership

Democracy as a concept is defined as rule by the people. Democratic leadership involves giving your people a more participatory role in decision making. This style has been shown to increase productivity and motivation in the employees as it makes them feel valued and they feel that they own the projects in the business.

For you to implement this leadership style effectively, you need to cultivate the habit of listening to the views of your workforce. Final decision-making rests on you, but the decisions are made after consultative efforts within the company. This style can lead to time wastage and slow decision making if it is not supported by proper business management skills.

3. Autocratic Leadership

This type of leadership is the complete opposite of democratic leadership. This is the type of leadership that you find in the army where the team members have little opportunity to participate in decision making.

The leader makes all the decisions and the team is relegated to implementing the decisions. The chief advantage of this leadership style in business management is that it expedites decision-making and work gets done quickly. The disadvantage is that it can lead to poor morale in the workforce resulting in lower productivity in the long-run.

4. Transformational leadership

A transformational leader works to bring out the best in his teams. This form of leadership is also known as leadership by coaching. It is very effective at increasing output and productivity by encouraging personal growth and development.

For you to use this type of leadership in your business you need to develop a good support infrastructure to ensure that every other manager in your business is constantly training, developing and motivating the teams operating under them.

5. Laissez-Faire leadership

If your employees are self-motivated and very highly skilled, giving them the freedom to complete their tasks and set their own deadlines can be a very effective style of leadership. This results in high levels of job satisfaction and it allows for creativity and innovation by giving teams control over their tasks.

Proper business management will require you to put in place performance monitors and to regularly appraise and give feedback to your teams. With the current advances in technology, this type of leadership can deliver great results especially where remote workers are employed.