

LEADERSHIP

Date: W 20
MTWTFSS

* Process of influencing people and providing an environment for them to achieve team or organizational objectives.

* Vision + Followership + Influence = LEADERSHIP

Leader is a ~~vision~~ person who has vision, drive and a commitment to achieve that vision and skills to make it happen.

"leader is one who knows, goes and shows the way"

• QUALITIES OF A LEADER

- 1) Shared Vision
- 2) Lead Change
- 3) Inspire People
- 4) Honest
- 5) Set Example
- 6) Empower People
- 7) Forward Looking
- 8) Competent

* LEADERSHIP STYLES based on Authority Retained

Authoritarian

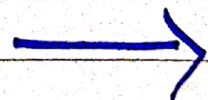
Democratic

Free-rein
(Laissez Faire)

Consultative

Persuasive

1) Autocratic :- All decision making powers are centralized in leader, as with dictator leaders. They do not entertain any suggestions or initiatives from subordinates



1) Autocratic Leadership:-

- All decision making powers are centralized in leader (dictator)
- Do not entertain any suggestions from subordinates
"Autocratic management has been successful as it provides strong motivation to managers"
- Permit quick decision-making, only 1 person decides from whole group, keeps each decision to himself until needed to share.
- High degree of dependency on the leader.

ADVANTAGES:-

- Quick decision making
- Subordinates work under Authority.
- Confidential Matters kept secret.
- Less competent subordinates required

DISADVANTAGES

- Subordinates not informed why to do the work
- Subordinates forced to follow instructions
- Depends entirely on efficiency of leader
- Creative ideas are not utilized

2) DEMOCRATIC LEADERSHIP :-

- Consultative:- Consultation before decision are taken
- Persuasive:- Leaders take decision and seek to persuade that decision is correct

ADVANTAGES

- Fits almost every business
- Has solution for complex problems
- Promotes creative environment
- Builds strong teams

DISADVANTAGES

- Tends to become apologetic
- Time-consuming
- Long time to process decisions
- Can seem to be uncertain

3) LAISSEZ FAIRE: • Leader does not lead

LEADERSHIP

- keeps entirely to company itself
- Allows max freedom to subordinates

- leadership responsibilities shared by all.
- very useful in business where creativity is important
- Highly motivational as people have control over their life work.

Relies

- Relies on good teamwork and interpersonal relations.
- Can make coordination and decision making time consuming and lacking in overall direction.

BENEFITS

- When team has skill to succeed
- When group members are experts
- When independence is valued

Downsides

- Lack of role awareness
- Low Accountability
- Poor involvement with group
- Passivity
- Avoidance

* RECIPE FOR BEING A LEADER

- Take control of your life
- Have vision, courage and commitment
- Assume responsibility for who you are
- Accept Blame, Listen effectively, Give credit where it is due.
- Think great thoughts
- Encourage teamwork, participation and team members
- Be compassionate when you review your team members progress.
- When you want to tell someone something important, do it personally.
- Empower team members