

Leadership

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Who is a Leader?

- First and foremost, a leader is one who has followers.
- A leader is one who is always pro-active.
- Has a strategy, a vision and can see the big picture.
- Is not interested in micro-managing things.
- Is someone who takes a balanced view of issues.
- One who commands unparalleled, unquestioned respect of his followers.

Attributes of Leadership

Guide

Leader

Influencer

Commander

Empathizer

Transactional Vs. Transformational Leader

- Transactional Leader
 - Identifies what needs to be done to achieve goals
 - Clarifies roles and tasks
 - Rewards performance
 - Provides for social needs of followers
- Transformational Leader
 - Articulates a vision for followers
 - Inspires and motivates followers
 - Creates climate favourable for organizational change

Leadership Pyramid in Firms



How is Leadership Attained?

Hierarchical Position in the Organization

Personality of the Individual

Power Exuded and Exerted

Moral Behavior and High Integrity

Intellectual Capabilities

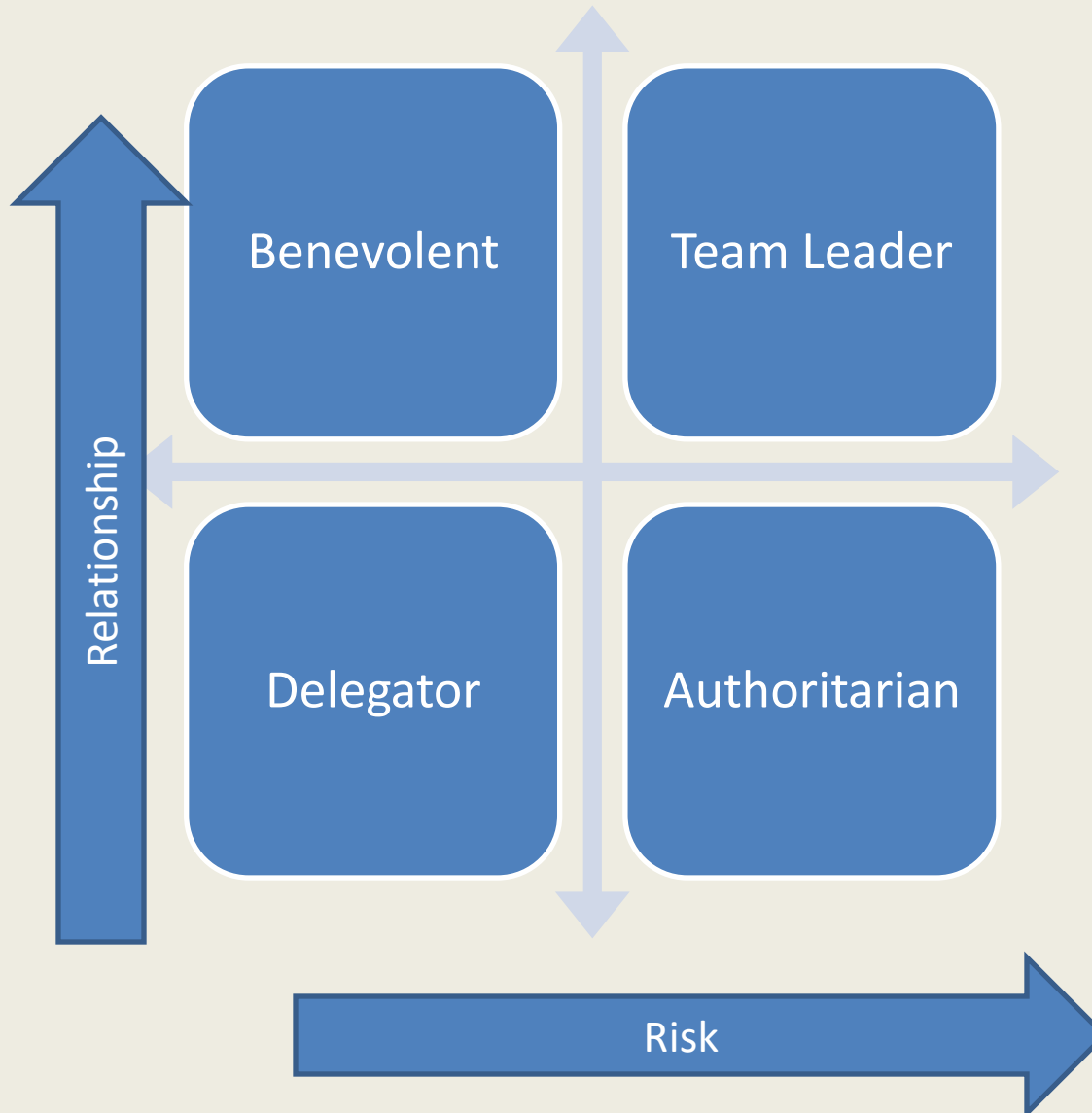
Ability to Accomplish Things/ Troubleshoot Problems

Leadership Style based on Use of Authority

- Autocratic Leader
 - Commands and expects compliance
 - Dogmatic and positive
 - Leads by ability to withhold or give rewards/punishment
- Democratic Leader
 - Consults with subordinates
 - Encourages team participation
- Free-rein Leader
 - Uses little power
 - Gives subordinates a high degree of independence



Leadership Styles



Important Leadership Traits

- Direction Giver
 - Big picture thinker;
 - Good communicator
 - Does not micro-manage
- Strategizer
 - Analytical
 - Objective and creative
 - Facts and Not People
 - Perfectionist
- Team Builder
 - Resource Mobilizer
 - Relationship and Networking man
 - Excellent exhorter
- Operational