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|  | **GST 224**  **LEADERSHIP SKILLS** |
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**LESSON 7**

**Further Leadership Styles**

The basic leadership styles can further be broken down into: Low system-oriented, Low person-oriented, Low transactional, Average person oriented, and Average transactional.

**1. Low system-oriented style:** The leader who adopts this style tends to emphasize the task more than the social need satisfaction of followers. Consequently, this results in low morale of followers. In other words, there is little or no motivation of followers. This affects participation in the organization since not much will be achieved in the long run in terms of leadership and followership goals.

**2. Low person-oriented style:** The leader who adopts this style is more concerned with the personal welfare of his followers than in getting other equally important leadership problem solved. This brings about lopsided development or unbalanced development in the organization or society.

**3. Low transactional style:** The leader here is basically weak in getting followers engaged and in maintaining good human or inter-personal relations. This is a sign of weak leadership. The leader here is unable to encourage intra-group and inter-group relations.

**4. Average person-oriented style:** The leader here tends to be too concerned with human kindness. Consequently, the leader pays little or no attention to other task or leadership roles.

**5. Average transactional style:** The leader who adopts this style is seen as being fairly strong in helping followers to perform their respective tasks and at the same time attends to their social need satisfactorily. Thus, the leader is interested in both the welfare of the followers as well as other societal tasks or leadership roles. In turn, followers show immense satisfaction because there is evidence of accomplishment of role-need satisfaction fulfilment.

**The eclectic approach**: One may be tempted to assume that the Average transactional style is the best style. However, most of the styles are good in one respect and defective in others. A good leader should adopt the eclectic approach which involves the emphasis and combination or integration of all the advantages inherent in the different styles to ensure a result oriented leadership. The eclectic approach will equally enhance balanced, functional, or realistic leadership.