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|  | **GST 224**  **LEADERSHIP SKILLS** |
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**Contents**

1. Concept of Leadership and Followership

\* Who is a leader?

\* Types of Leaders

\* A born leader?

\* Who is a follower?

\* Types of followers

2. Concepts of Constituted Authority

\* Authority \* Power

\* Influence \* Legitimacy

3. What are Leadership Skills?

\* Qualities of a good leader \* Qualities of a good follower

\* Traits of a successful leader \* Criteria for leadership choice

4. Understanding Leading vs. Managing

\* Differentiating between management skills and leadership skills

\* Differentiating between a mission statement and a vision statement

\* Perception of leadership

\* Leadership & Philosophical Reasoning

5. Personality Style and Leadership

\* The personality matrix (direct, spirited, systemic, considerate)

\* The golden rule and the platinum rule

\* Understanding relationships through the Johari window

6. Basic Leadership Styles

\* Autocratic leadership style

\* Democratic leadership style

\* Laissez-faire leadership style

7. Further Leadership Styles

\* Low system-oriented

\* Low person-oriented

\* Low transactional

\* Average person oriented

\* Average transactional

8. Motivation

\* Maslow’s hierarchy of needs

\* Frederick Herzberg (motivation – hygiene theory)

\* McGregor’s X and Y theories

9. Leading the Team: The Power of Purpose

\* Team Purpose Statement

\* Team Development Stages: Forming, storming, norming, performing, adjouring or mourning

10. Delegating and Mentoring

\* What is delegating?

\* Why people resist delegating?

\* When delegating doesn’t work

\* How to delegate successfully

\* What is mentoring?

\* Structuring mentoring relationship

**LESSON 1**

**INTRODUCTION**

The term leadership and followership are complementary terms. They exist pari passu. Indeed, both concepts are vital positions which are required for any society to function effectively.

Man has found it necessary to live in groups in order to:

1. Share basic experiences, values, and belief systems
2. Interact with one another because man is a social being
3. Co-operate and support each other since man is not self-sufficient in terms of resources or natural endowment
4. Ensure survival within his social and physical environment.

As such, the quest for group living must have led to the emergence of society. This in turn encouraged organization due to the inherent diversity in the society. The diversity shows in differences in opinion, interest, gender, religion etc. Therefore, the position of leadership and followership becomes inevitable in order to enhance proper control, supervision, direction and cooperation in the society.

Historically, the concept of leadership and followership were derived from religious sectarian setting or in groups of primary relationships. Sectarian followership as inspired by religious leaders and prophetic figures like Moses, Mohammed and Jesus Christ.

By the 20th century, several intellectual trends had affected the concept of leadership. First, the democratic revolution of the 18th and 19th centuries ‘depersonalised the concept of authority. Power began to be prescribed and defined in constitutions and vested in offices rather than in persons. Furthermore, the positive influence of social sciences modified the concept of leadership as it came to be viewed as a role that satisfies mutual expectations of the society and exercised through authority, power and influence rather than on fixed traits of old.

Who is a leader?

A leader is someone that avails himself/herself to take the forefront in making critical decisions in the interest of the group whenever the opportunity arises. Similarly, a leader is a person who exercises power, authority, or influence over others in groups, organizations and communities. A person who controls, coordinates, directs, guides, mobilizes, the efforts of others towards the realization of collective or societal goals. A leader exists due to the acceptance from the followers.

Types of leaders

1. Traditional: Authority is bestowed here based on divine right. E.g Emperors, Monarchs (Kings and Queens), Chiefs, etc.
2. Charismatic: Authority is bestowed here based on special qualities and charisma. E.g Religious leaders, Prophets, Freedom fighters, Nationalists, etc.
3. Legal/bureaucratic: Authority is bestowed here based on the law and position of office held. E.g Vice-Chancellor, Directors, Permanent Secretaries, Chairman of parastatals, etc.
4. Professional: Authority is bestowed here based on the acceptance of career competence and qualification. E.g Medical doctors, lawyers, lecturers, etc.

A born leader

A born leader naturally has positive impact on a person that considers him/her as a leader. A born leader is deemed effective because he/she;

* Is committed to a vision or mission
* Understands his/her role
* Demonstrates integrity
* Sets an example as a role model
* Knows how to motivate the behavior of others
* Communicates well
* Is willing to take calculated risks
* Is adept at problem-solving.

However, you don’t have to be born with leadership skills. Leadership skills can be learned with an open mind and commitment.

**Who is a follower?**

A follower is a member of a group or social organization that is vital to making or marring the effective functioning of the leader(s). A Follower could also be a potential leader. A follower is one who obeys the instructions, commands, orders, or authorities of leaders.

**Type of followers**

Based on the leadership style of the leader, a follower could be:

1. Participatory
2. Active
3. Passive
4. Docile
5. Apathetic