

Management Concepts and  
Strategies

Leadershi  
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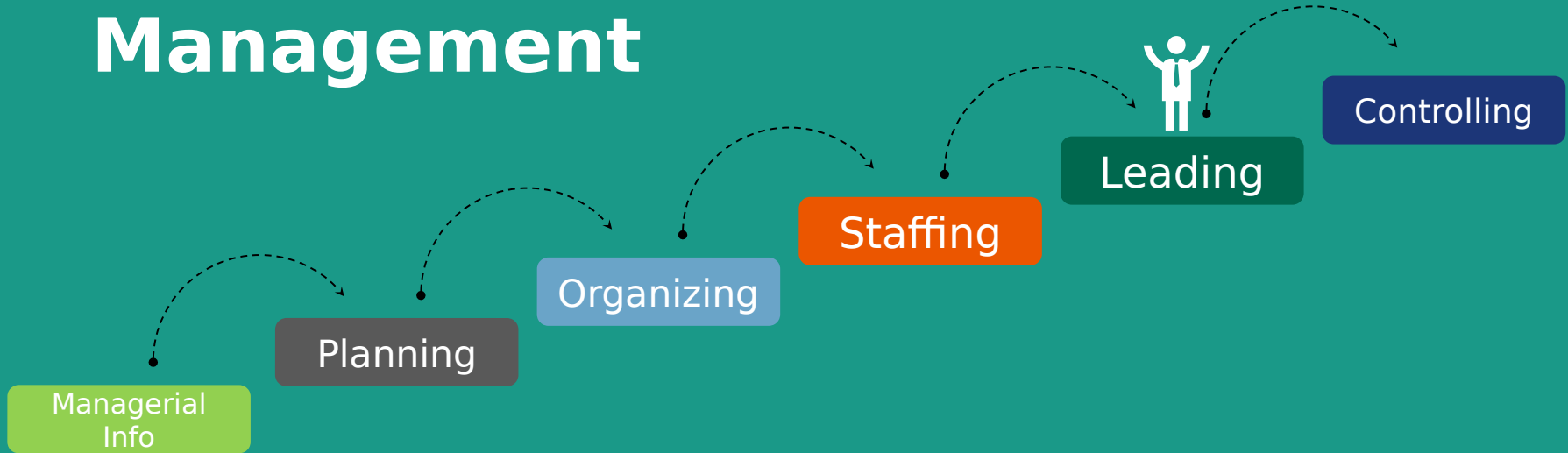
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# Systems Approach to Management





# What is Leadership?

Leadership is defined as **the art or process of influencing people** so that they will strive willingly and enthusiastically toward the achievement of group goals.



# What is Leadership?

- The essence of leadership is followership.
- Leadership is interconnected with motivation.



# Leadership Styles based on the use of authority

1

**Autocrati  
c**

2

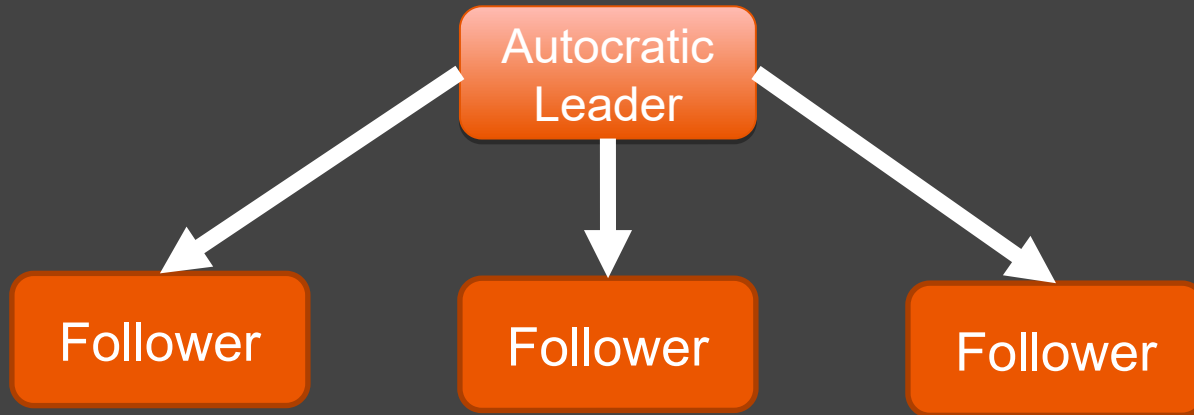
**Democra  
tic**

3

**Free  
Reign**

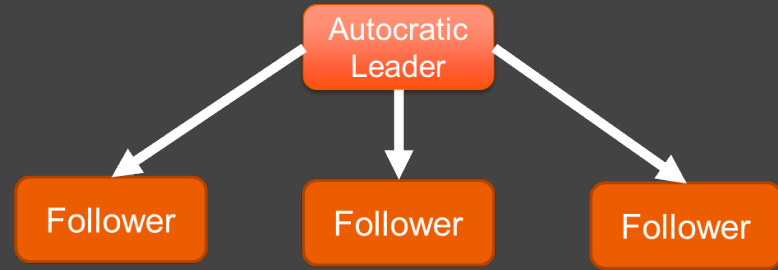


# Autocratic Style





# Autocratic Style

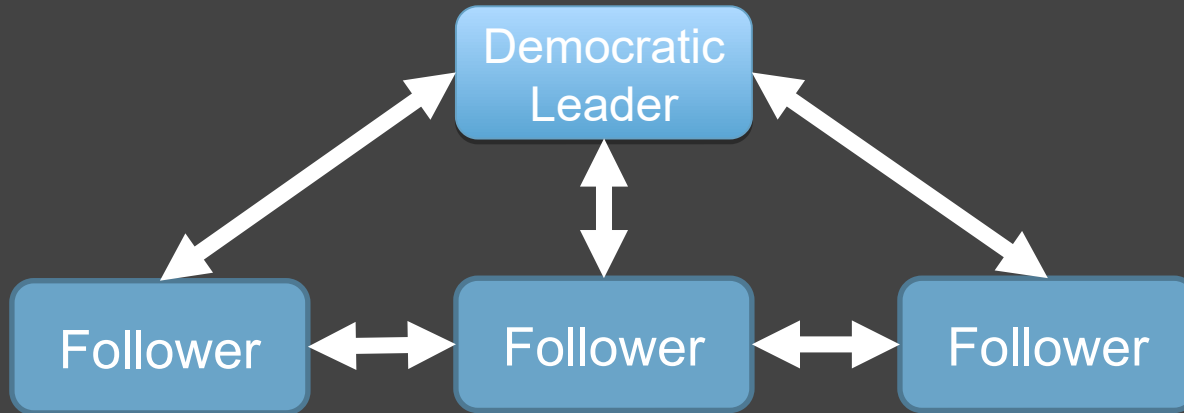


- Makes most of the decisions
- Commands and expects compliance
- Minimal consultation
- Withholds or give rewards or punishment

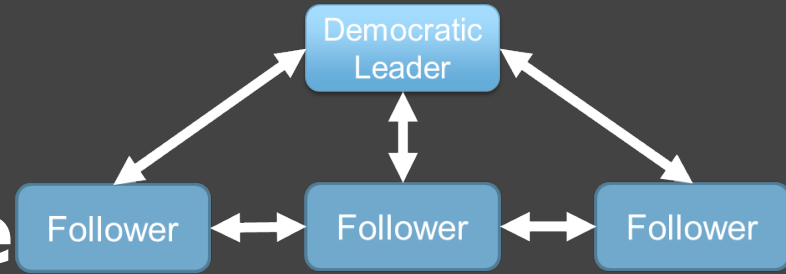




# Democratic Style



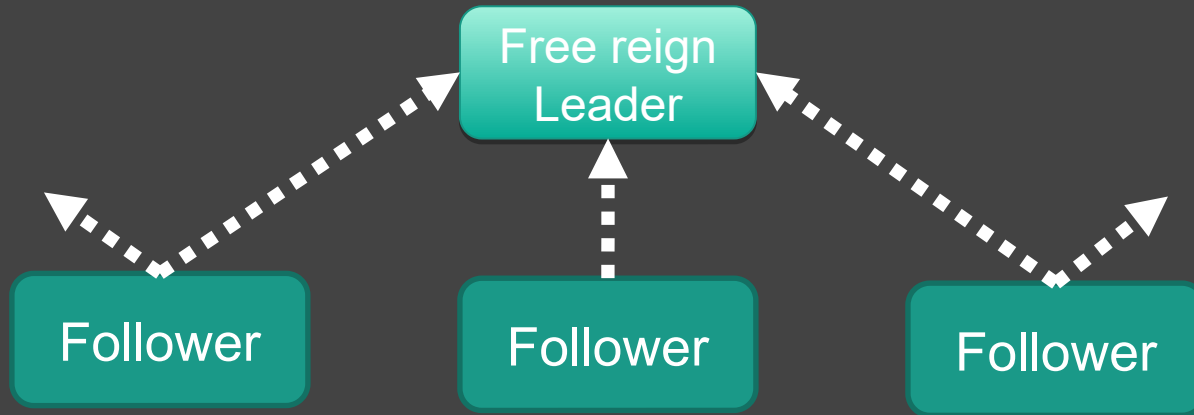
# Democratic Style



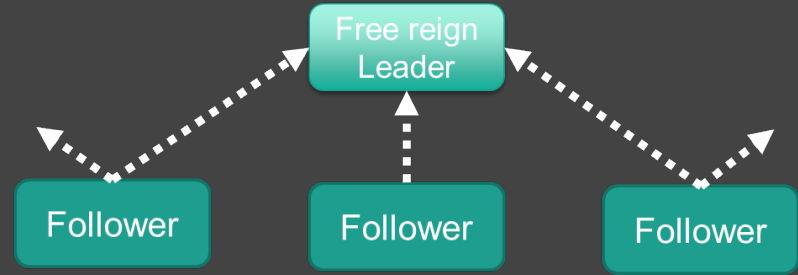
- a.k.a Participative style
- Decisions are made after consultations
- Sharing of responsibility
- Encourages subordinates



# Free Reign Style



# Free Reign Style



- a.k.a Laissez-Faire Style
- Uses less power
- Depends largely on subordinates
- Subordinates are free from any interference



# Leadership Theories

1

**Great  
Man**

2

**Trait**

3

**Behavior  
al**



# Great Man Theory

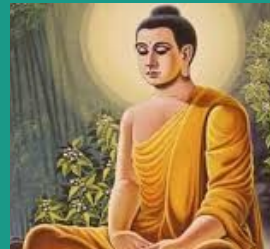
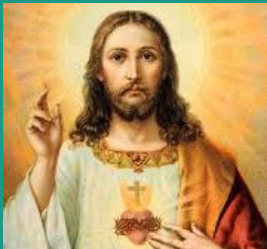
Assumptions:

- Leaders are born and not made.
- Great leaders will arise when there is a great need.

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# Great Man Theory

- From the **aristocracy**
- Great man would arise when needed



- Gender issues not considered

# Jacinda Ardern

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# Trait Theory

Assumptions:

- People are born with inherited traits.
- Some traits are particularly suited to leadership.
- People who make good leaders have the right (or sufficient) combination of traits.



# Trait Theory

- Emotional stability and composure
- Admitting error
- Good interpersonal skills
- Intellectual Breadth



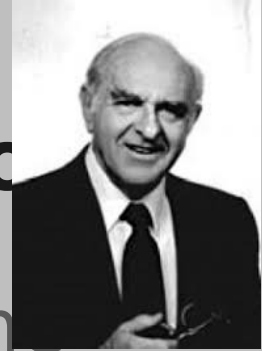
# Behavioral Theory

Assumptions:

- Leaders can be made, rather than are born.
- Successful leadership is based in learnable behavior.



# Fiedler's Contingency Approach



The theory says that people become leaders not only because of the attributes of their personalities but also because of various **situational factors** and **interactions between leaders and group members.**



# Transactional Leadership

- People are motivated by reward and punishment.
- The prime purpose of a subordinate is to do what their leader tells them to do.



# Transformational Leadership

- People will follow a person who inspires them.
- The way to get things done is by injecting enthusiasm and energy

# References

- “Essentials of Management” by Herald Knootz and Heinz Weihrich.
- A Course Material on “Principles of management” by Mr. V.Sentnilraja