

# Management Styles

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# Authoritative Styles

1. All Decisions are made by top management
2. No confidence in subordinates
3. Manager dictates order
4. Makes decision without consultation
5. Decisions are quick
6. Decrease Motivation

# Effective When

1. Clear directions and standards needed
2. The Leader is credible

# Ineffective When

1. Employees are underdeveloped
2. The leader is not credible

# Democratic

1. A democratic manager delegates authority
2. Gives responsibility
3. Employees are involved in decision making
4. They feel sense of belonging
5. It can slower decision making

# Effective When

1. Employees work together
2. Staff have experience
3. Steady working environment
4. Motivated

# Least Effective

1. Employees must be coordinated
2. There is crisis
3. There is lack of competency
4. Poor understanding

# Consultative Management

1. Combination of democratic and autocratic
2. Managers ask views and opinions but take their decisions



# Laissez Faire

1. A Laissez Faire manager sets the tasks and gives staff complete freedom to complete the task as they see fit
2. Minimal Involvement from the manager
3. Manager however does not sit
4. He coaches

# Advantages

1. Staff motivated
2. Development
3. Confidence
4. Personal responsibility

# Risks

1. Adequate guidance
2. Staff may feel lost