



LEADERSHIP SKILLS

*:-Within the scope of Nature
vs Nurture*

*Designed and owned by
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What is Leadership?

- Leadership is an action which intends to guide as well as nurture to achieve the common goals.
- There are various facets of Leadership but all has a common goal to achieve the identified objectives in a more humane manner.
- It 'nowhere' intends to overshadow others to achieve the common goals but contributes in a more subtle manner.

Are Leaders born or made?

‘Leaders’ are both born and made .

Made Leaders - *are the Leaders who hold a designated position in an Organization and are trained further to guide and nurture their followers for a better tomorrow.*

Born Leaders – are the Leaders who define their own path to reach to a particular level are the one's who are born.

Born Vs Made

Born Leaders have a particular nature of staying ahead of other through various actions and innate nature.

Made Leaders are more situational . They are more process driven and work less on emotions . There can be a strong overlap between a Made Leader and a designation Manager.

Strong Behavioural Attributes of a Born Leader



Goal Oriented



People Oriented



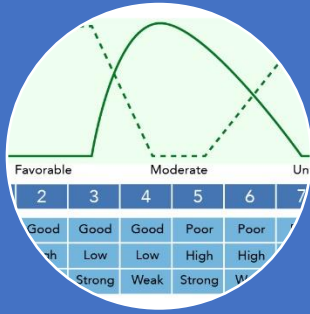
Change Oriented



Behavioural Attributes of a Positioned Leader



Process Oriented



Task Oriented



Control Oriented

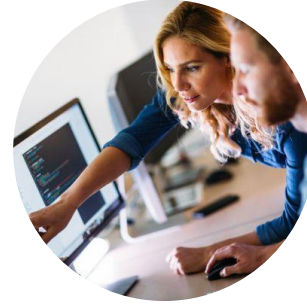


Goal Oriented Leader



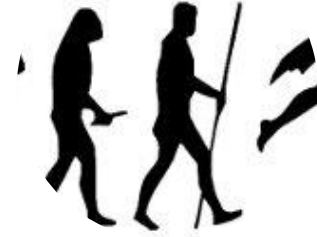
- A Leader who is very much focused towards the vision which helps him/her to achieve the defined goal;
- A Leader who is staunch in his/her attitude and would divert all action towards achievement of the goal;
- A Leader who not only drives but also guides the requisite action of the team members toward the achievement of the goal.

People Oriented Leader



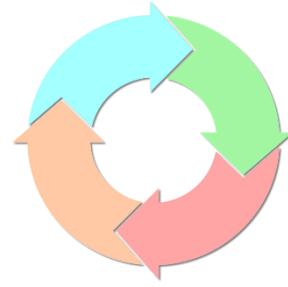
- A Leader who considers other team member's opinion in all aspects of the venture;
- A Leader who is empathetic towards others ;
- A Leader who consider people as the strength and not other resources.

Change Oriented Leader



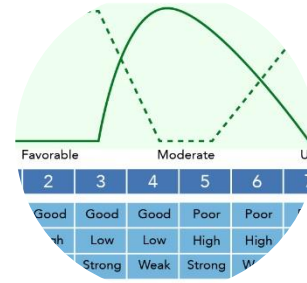
- A Leader who appreciates and encourages change through innovation and creative ideas;
- A Leader who leads change not only through thought process but also through regular guidance and follow ups;
- A Leader formulates and implements change before seeking or expecting others to change . Always lead's by example.

Process Oriented Leader



- A Leader who has been designated as Leader through the internal processes;
- A Leader who prefer following the Policy and processes already defined over other factors;
- A Leader who expects others to follow as per the Policy. High on Process driven approach reduces the chance of innovation and creativity.

Task Oriented Leader



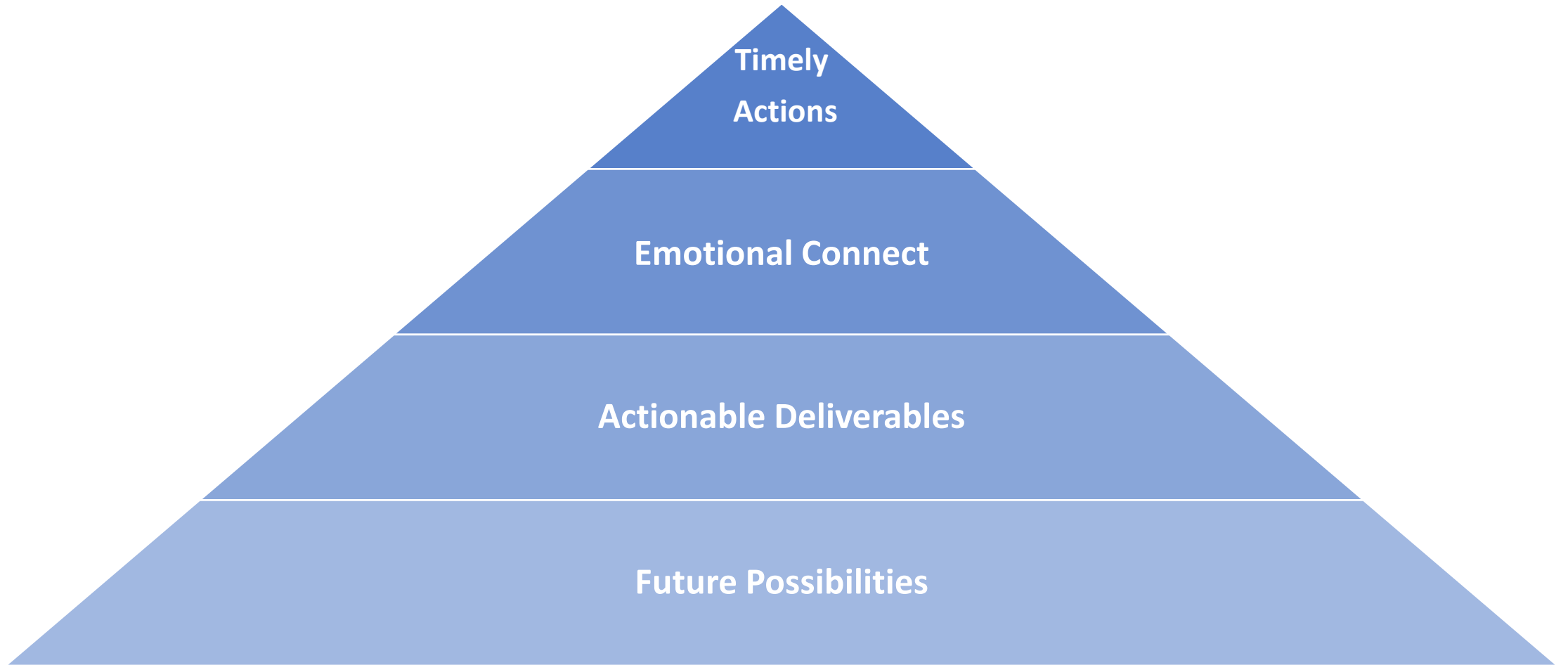
- A Leader who is mainly focused towards finishing the Task . He/she prefers Task over other factors.
- A Leader who is majorly focused on getting the job completed. This reduces the scope of weighing alternatives.
- A Leader who will not get much into innovation or creativity to avoid getting task delayed or not getting completed on time.

Control Oriented Leader



- A Leader who defines goals and then expects his/her team to follow the defined goals;
- A Leader who does not prefer much opinion towards alternatives;
- A Leader who prefers to check and oversee all tasks and subtask of the related function.

Why are Leaders required?



Are Leaders acquired or required?

- Required Leaders may be the one's who have been promoted in the existing system and hold the desired leadership qualities only of the restricted domain in which they have been honed or lead for long.
- Companies may promote required Leadership for retaining talent pool.
- Acquired Leaders may be one's who hold expertise in multiple domain and are usually hired by the Organisation to bring in new ideas and create innovative paths for the existing system for growth and prosperity.
- Companies may hire such Leadership to encourage or increase competitiveness within the existing system and outside.

What are the styles of a Leader known globally

- Autocratic
- Democratic
- Laissez Faire
- Transformational
- Transactional
- Servant
- Charismatic
- Situational