

LEADERSHIP





INTRODUCTION

- ❑ **Leadership is the one of the most important function of management.**
- ❑ **Leading involves directing, influencing & motivating employees to perform**

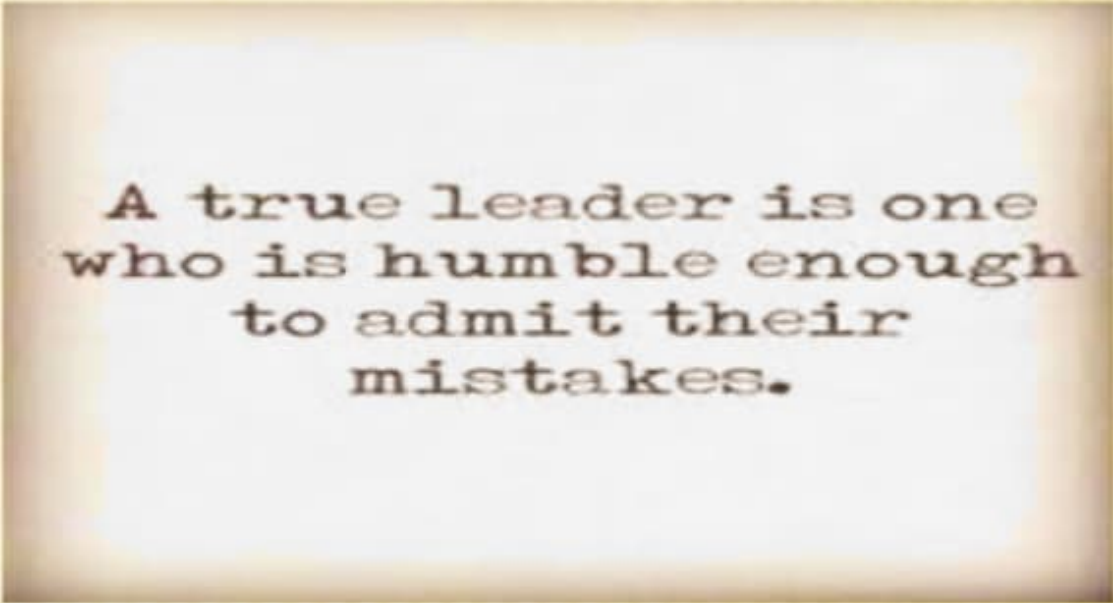
WHO IS A LEADER.....?



- One that leads or guides.
- One who is in charge or in command of others.
- One who heads a political party or organization.
- One who has influence or power, especially of a political nature.

CHARACTERS OF LEADERSHIP

- Empathy
- Consistancy
- Honesty
- Direction
- Communication
- Needs support from all
- Assume obligation



A true leader is one
who is humble enough
to admit their
mistakes.

DIFFERENCE BETWEEN MANAGER & LEADER



MANAGER

- Oversees the current process well
- Must achieve balance
- Thinks execution
- Comfortable with control
- Problems are just that & need resolution ASAP
- Procedure is King
- Instructs as to technique & process
- Impersonal, remote

LEADER

- Wants to create the future
- Needs to make change
- Thinks ideal
- Welcomes risks
- Sees problems as opportunities is patient
- Substance thumps the King
- Your best college professor
- High emotional intelligence

IMPORTANCE OF LEADERSHIP

- Initiates action
- Motivation
- Providing guidance
- Creating confidence
- Co-ordination
- Effective planning
- Inspiration & motivation



Remember the difference
between a
boss and a leader;
a boss says "Go!"
a leader says "Let's go!"

-E.M. Kelly

- Strong focus
- Integrity
- Good engagement with others
- Looking at the bigger picture
- Resourcefulness
- Organisational Clout
- Effective communication

**"A GOOD OBJECTIVE OF LEADERSHIP IS TO HELP
THOSE WHO ARE DOING POORLY TO DO WELL
AND TO HELP THOSE WHO ARE DOING WELL TO
DO EVEN BETTER."**

JIM ROHN

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Formal & informal leadership

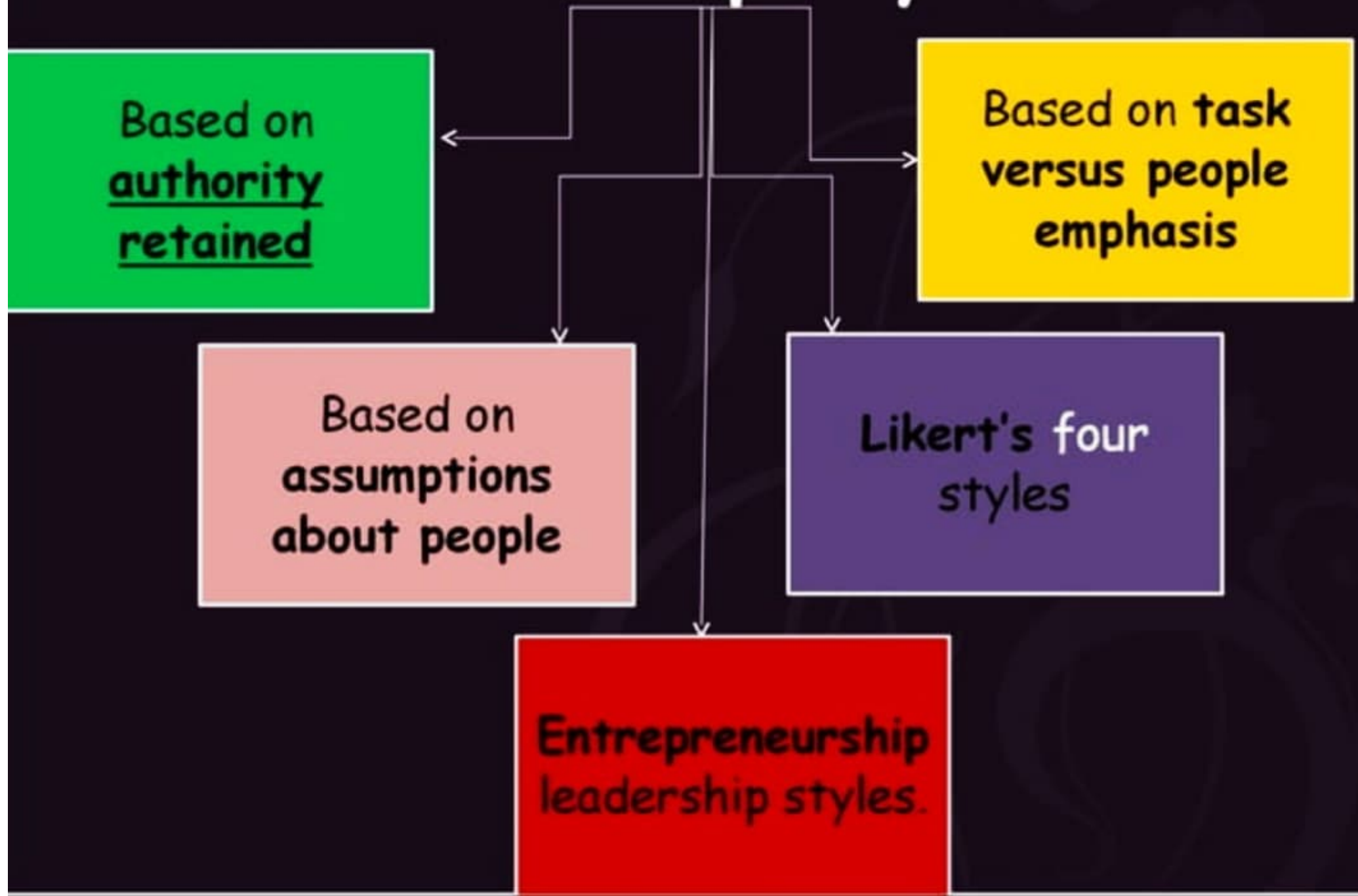
Formal leadership

- ✓ Occurs when a manager leads by exercising formal authority.
- ✓ The exercise of formal authority through assigning duties derives from the managers **official position** within the organisation's hierarchy of authority.
- ✓ Any employee who is assigned a managerial position has the opportunity and responsibility to exercise formal leadership

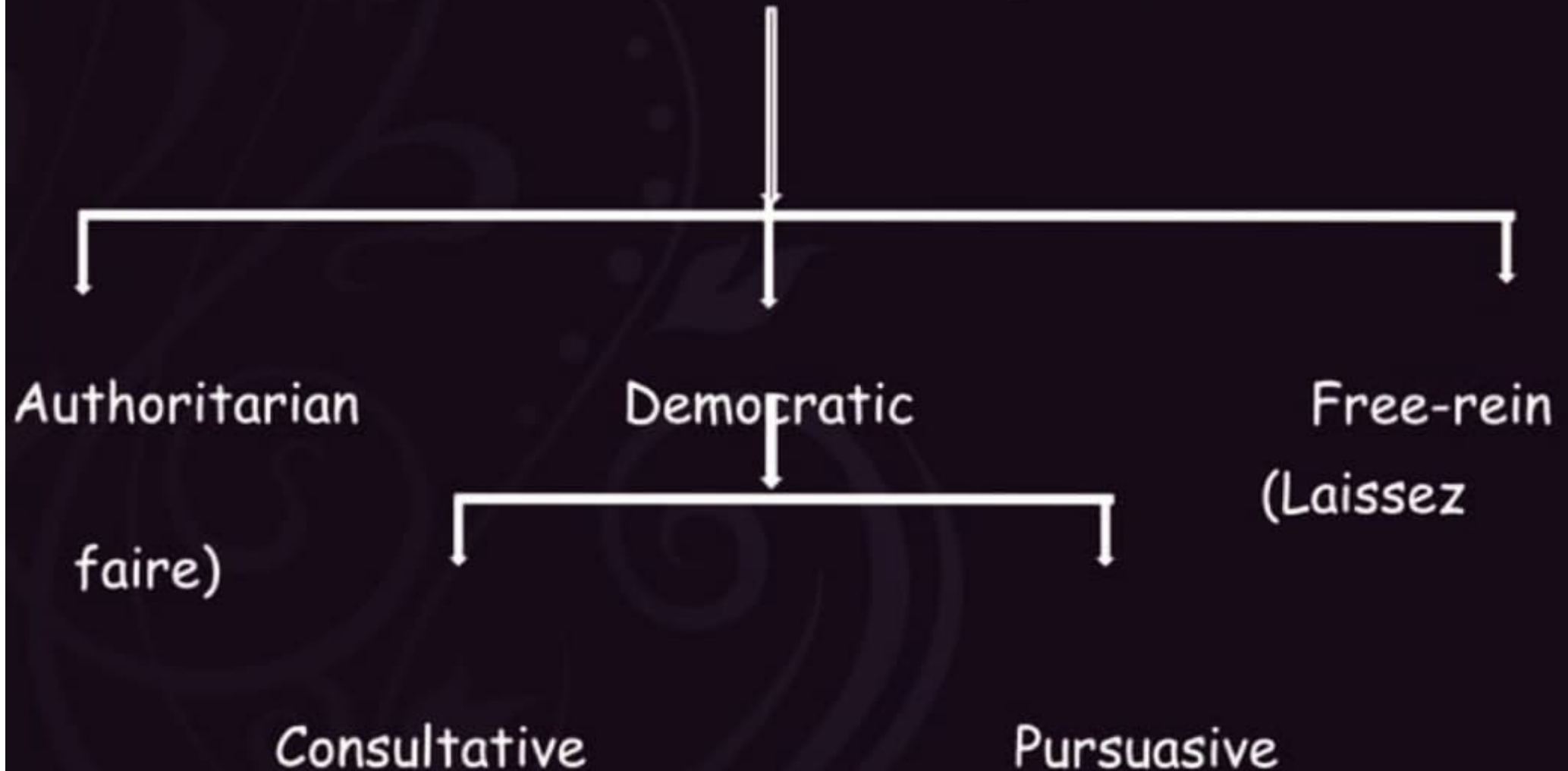
Informal leadership

- ✓ Arises when a person **without formal authority** is influential

Leadership styles



Based on authority retained



Autocratic or authoritarian style

- ✓ Under the autocratic leadership style, **all decision-making powers are centralized in the leader**, as with dictator leaders.
- ✓ They **do not entertain any suggestions** or initiatives from subordinates. The autocratic management has been successful as it provides strong motivation to the manager.
- ✓ It permits **quick decision-making**, as only one person decides for the whole group and keeps each decision to himself until he feels it is needed to be shared with the rest of the group.
 - ✓ **High degree of dependency** on the leader
 - ✓ May be valuable in some types of business where decisions need to

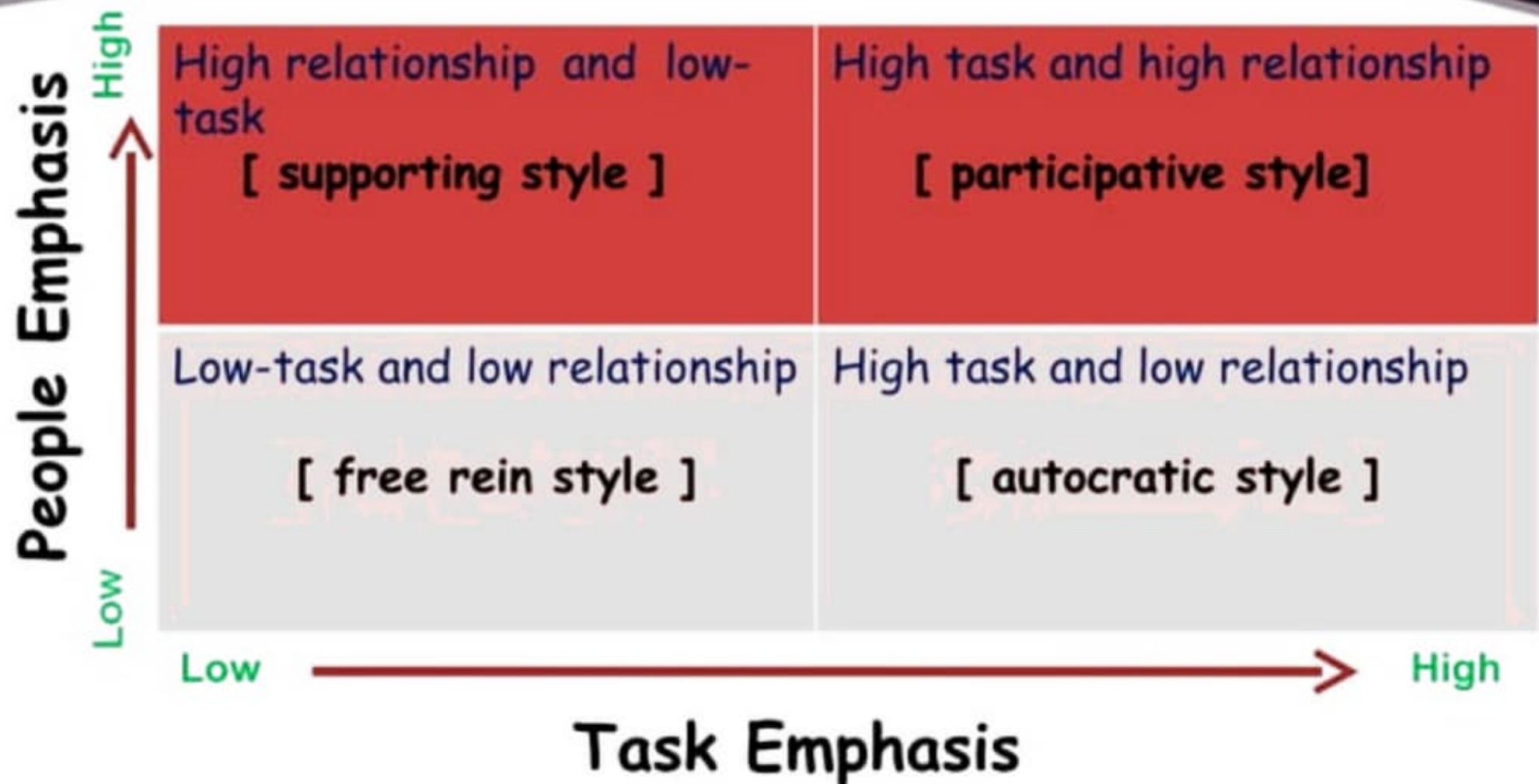
Participative or democratic style

- The democratic leadership style favours decision-making by the group .
- They can win the cooperation of their group and can motivate them effectively and positively.
- The decisions of the democratic leader are not unilateral as with the autocrat because they arise from consultation with the group members and participation by them.
- **Consultative:** process of consultation before decisions are taken
- **Persuasive:** Leader takes decision and seeks to persuade others that the decision is correct.

Laissez -Faire or free rein style

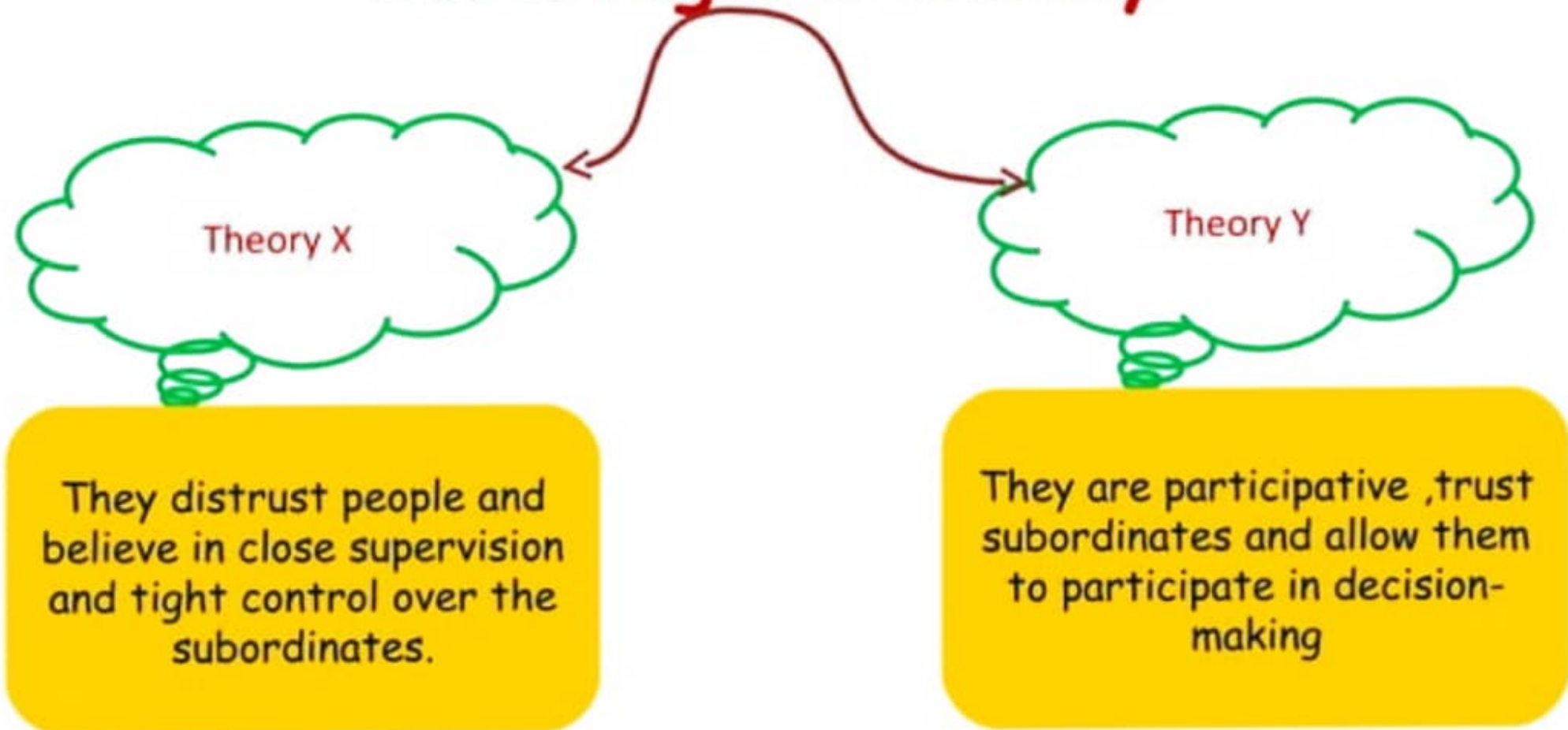
- A free rein leader does not lead, but **leaves the group entirely to itself** such a leader **allows maximum freedom to subordinates**, i.e. they are given a free hand in deciding their own policies and methods.
 - Can be very useful in businesses where **creative ideas** are important
 - Can be **highly motivational**, as people have control over their working life
 - Can make coordination and decision making **time-consuming** and lacking in overall direction
 - Relies on **good team** work

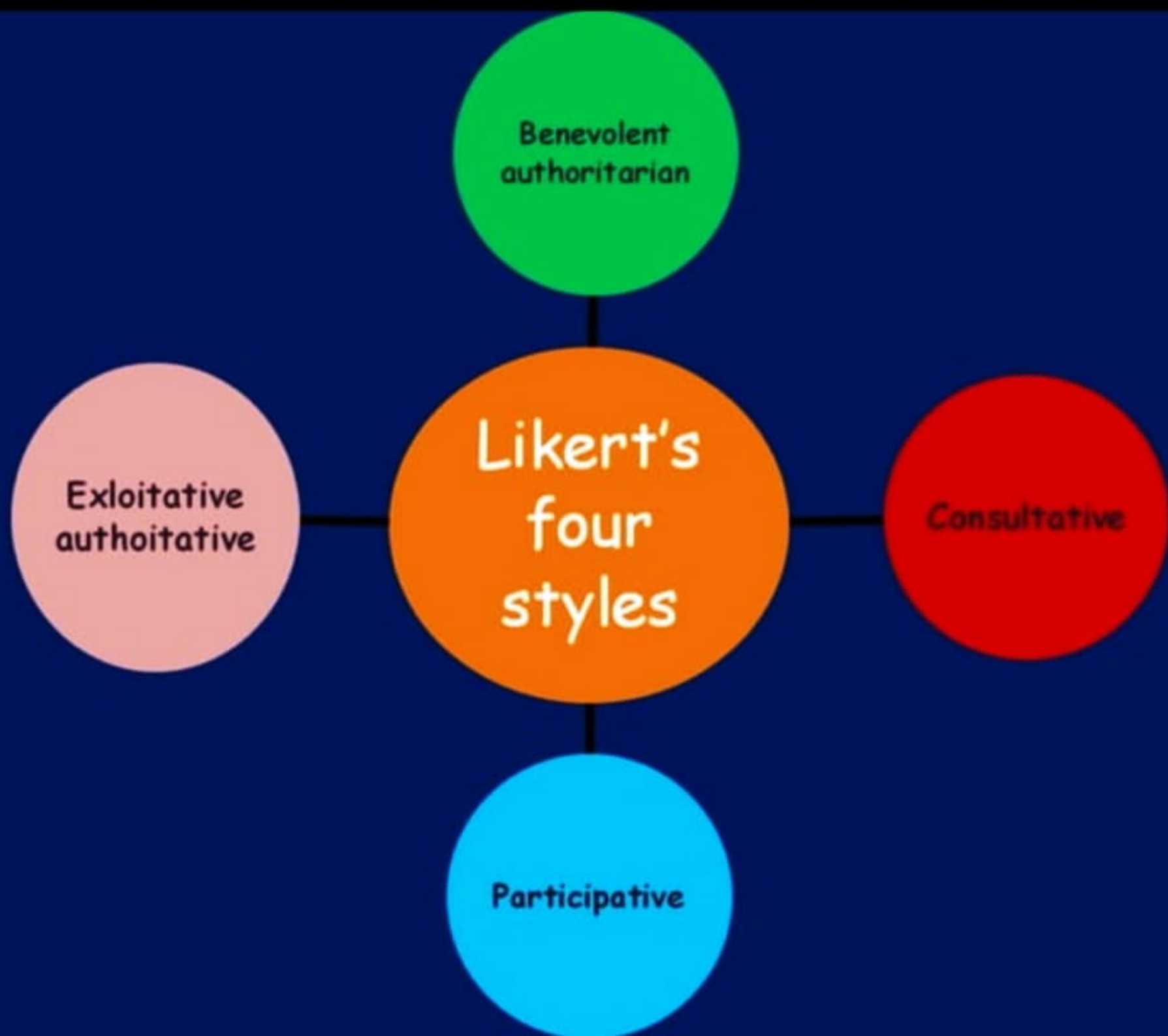
Based on task versus people Emphasis



Based on assumptions about people

Mc Gregor's theory





Entrepreneurship leadership style

1. A heavy task orientation combined with a very direct-approach to giving instructions to employees.
3. A charismatic personality that inspires others to do business with him.
5. A much stronger interest in dealing with customers than employees.
6. A strong dislike for bureaucratic rules and regulations.
7. Anxiety to consolidate business gains as quickly as possible.