



LEADERSHIP

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LEARNING OUTCOMES

Understanding Leadership styles

Recipe for being a Leader

What is Leadership

Leadership  is Influence



Definition of Leadership

What is Leadership?

Leadership is the process of influencing people and providing an environment for them to achieve team or organizational objectives

Leadership Is...



Vision

+



Follower
ship

+



Influence

=

Leadership

LEADERSHIP ENCOMPASSES SEVERAL KEY ELEMENTS, INCLUDING VISION, FOLLOWERSHIP, AND INFLUENCE. LET'S SIMPLIFY EACH CONCEPT:

- **Vision:** This is like having a roadmap or a clear picture of where you want to go. A leader with vision knows what they want to achieve and can communicate that vision to others in a way that inspires and motivates them. It's like being able to see the destination and guiding others towards it.
- **Followership:** While leadership often gets the spotlight, followership is equally important. Followership is about trusting and supporting the leader's vision and direction. Just like in a dance where one person leads and the other follows, effective leadership relies on having people who are willing to follow and contribute to the vision.
- **Influence:** This is the magic ingredient that ties everything together. Influence is the ability to persuade, inspire, and motivate others to take action. It's about getting people on board with the vision and guiding them towards achieving it. Think of influence as the fuel that powers leadership.

Qualities of a Good Leader

01

Shared Vision

05

Set Example

02

Lead Change

06

Empower People

03

Inspire People

07

Forward Looking

04

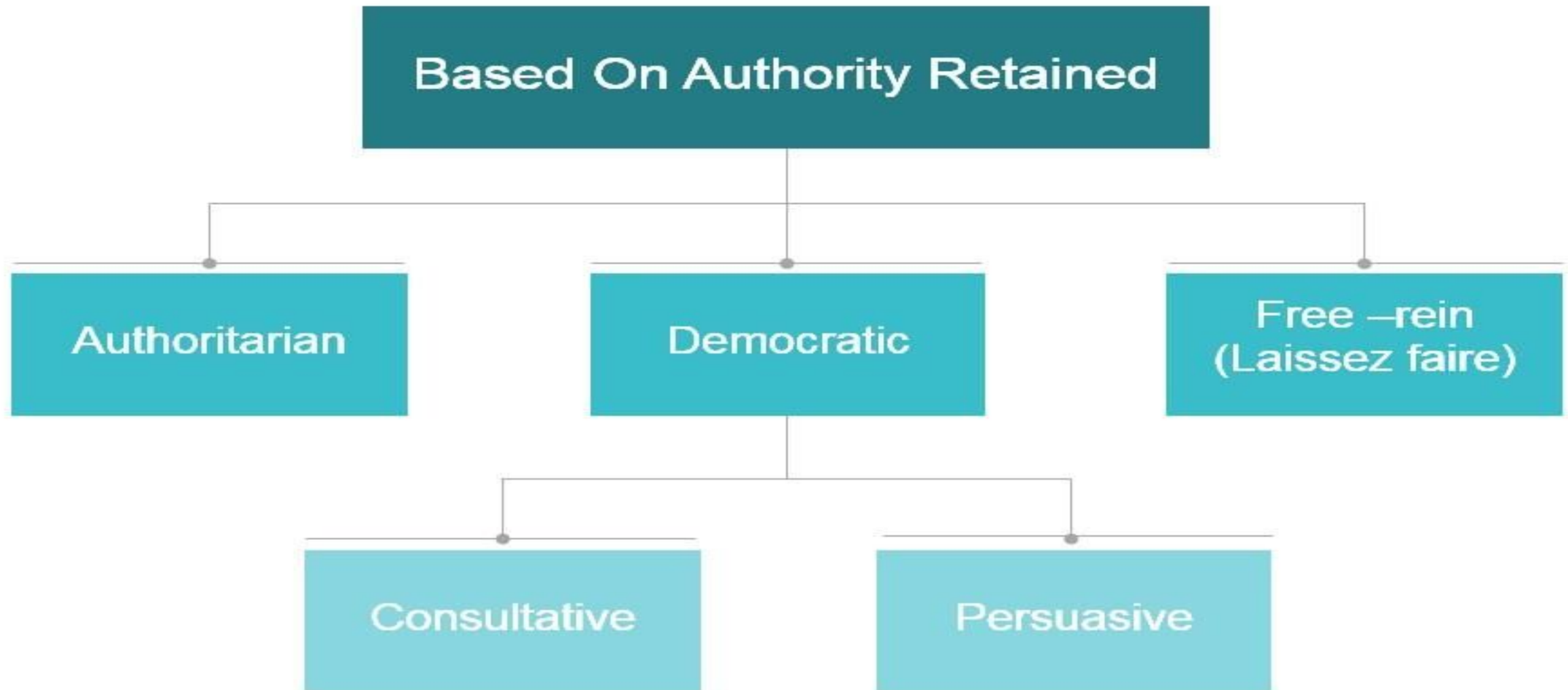
Honest

08

Competent

Styles of Leadership

Leadership Styles based on Authority



Leadership Styles based on Authority

Autocratic



Do This!



Laissez-faire



Do this or that as
you see fit



Democratic



What do you think
we should do?





- 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 managers.
- 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.

Autocratic Leadership

■ Autocratic:

- Leader makes decisions without much input from others.
- They have full control over the team and often give orders rather than engage in discussions.
- While this style can be efficient in certain situations, it can also impacts creativity and morale.





PROS

- Ensures faster decision making.
- Enhances workplace communication.
- Improves productivity.
- Improves crisis management.
- Reduced employee stress
- Direct Communication

CONS

- Limited Innovation/Lacks creativity.
- Creates a lack of trust.
- Creates a high-pressure working environment.
- Dependency
- Risk of Errors

Autocratic Leadership Advantages & Disadvantages

Advantages of Autocratic Style of leadership

- Provides for quick decision-making
- Subordinates like to work under centralized authority
- Confidential matters can be kept secretly.
- Less competent subordinates are required.

Disadvantages of Autocratic Style of Leadership

- Subordinates are not informed about why they are asked to do a particular work
- Subordinates are forced to follow the directions.
- Depends entirely upon the efficiency of the leader.
- Creative ideas are not utilized.
- Organizational continuity is threatened

Democratic Leadership

Democratic:

- Democratic leaders involve their team members in decision-making processes.
- They value input from others, encourage participation, and foster a sense of ownership among team members.
- This style can lead to higher morale and innovation but may be slower in decision-making compared to autocratic leadership.



Democratic Leadership

- Consultative:

Process of consultation before decisions are taken.

- Persuasive:

Leader takes decision and seeks to persuade others that the decision is correct.





PROS

- Increased Participation
- Diverse Perspectives
- Enhanced Morale
- Adaptability/flexibility

CONS

- Time-Consuming
- Conflict and Disagreement
- Risk of Decision Paralysis
- Lack of Accountability

Democratic Leadership Advantages & Disadvantages

List of Advantages of Democratic Leadership Style

- It fits almost every business.
- It often has solutions for complex problems.
- It promotes a creative environment.
- It builds strong teams.




List of Disadvantages of Democratic Leadership Style

- It tends to become apologetic.
- It is time-consuming.
- It takes long to process decisions.
- It can seem to be uncertain.

Laissez Faire Leadership

A grayscale photograph of a man with short hair, smiling and looking down at a computer keyboard. He is wearing a dark shirt. The background is slightly blurred, showing what appears to be an office or workspace with shelves and other equipment.

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.

- 
- 'Let it be' – the leadership responsibilities are shared by all
 - 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
 - Relies on good interpersonal relations

Laissez-faire Leadership Advantages & Disadvantages

Benefits of Laissez-Faire Leadership

- When team members have the skills to succeed.
- When group members are experts.
- When independence is valued.

Downsides of Laissez-Faire Leadership

- Lack of role awareness.
- Poor involvement with the group.
- Low accountability.
- Passivity and avoidance.

RECIPE FOR BEING A LEADER

- Take control of your life
- Assume responsibility for who you are
- Convey a positive and dynamic attitude in everything you do
- Accept blame: learn from your own mistakes as well as those of others. Take blame for everything that happens in your unit
- Give credit wherever it is due
- Be compassionate when you review your team members' progress or lack thereof



thank you!