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	<p style="text-align: center;"><b><u>LESSON PLAN : P 8</u></b></p> <p style="text-align: center;"><b><u>TYPES OF LEADERSHIP</u></b></p> <p>Period - One Type - Lec Code - P 8 Term - I (SD/SW)</p> <hr/> <p><b><u>Training Aids</u></b></p> <p>1. Computer Slides, Charts, Pointer, Black Board And Chalk.</p> <p><b><u>Time Plan</u></b></p> <table border="0"> <tr> <td>(a) Introduction</td><td>- 05 Min</td></tr> <tr> <td>(b) Types of Leadership Style</td><td>- 15 Min</td></tr> <tr> <td>(c) EFFECTIVE LEADERSHIP</td><td>- 10 Min</td></tr> <tr> <td>(d) WAY TO DEVELOP EFFECTIVE LDR</td><td>- 05 Min</td></tr> <tr> <td>(e) Conclusion</td><td>- 05 Min</td></tr> </table> <p><b><u>INTRODUCTION</u></b>. We have already learnt about the 'Trait Theory' concept. Traits are human qualities that are of great value to the leader in winning the confidence, respect and coop of men. However, a uniform style of leadership cannot be effective at all times as the goals and the people with whom the leader has to wk will be different at different times. An effective leader, must therefore be able to carry his style of leadership if he is to get the best out of his men. Leadership involves accomplishing the task with and through men under command. The need to accomplish his task should not blind him from the imp of his relationship with the men. Style of leadership refers to the manner and techniques employed to accomplish the task. This will draw comment, debate, argument and attn from subordinates, equals and superiors. The popular belief that all mil leaders are stereotyped holds no validity when a comparison is made of the personalities of successful leaders of the past.</p> <p><b><u>AIM</u></b></p> <p>The acquaint the cadets about the various Types of Leadership Styles.</p> <p><b><u>PREVIEW</u></b></p> <p>6. The class will be conducted in the following parts:-</p> <p>(a) Part I - Types of Leadership Style.</p> <p>(b) Part II - Range of Leadership Styles.</p> <p>(c) Part III - Two Dimensional Leadership. 355</p>	(a) Introduction	- 05 Min	(b) Types of Leadership Style	- 15 Min	(c) EFFECTIVE LEADERSHIP	- 10 Min	(d) WAY TO DEVELOP EFFECTIVE LDR	- 05 Min	(e) Conclusion	- 05 Min
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(a)

## **PART I : TYPES OF LEADERSHIP STYLES**

Basically there are two styles of leadership. It must however be realised that there is a wide range of styles between the two extremes, the autocratic and democratic.

**Autocratic Style of Leadership.** The traditional autocratic style implies the total concern for mission accomplishment with little or no concern for human relations. It is based on the assumption that a leader derives power from the position he holds.

9. A military leader holds an appointment position in a formal organisation. The accountability for decisions and subsequent actions within his unit or command rests entirely with him. The higher officers in the organisation use a highly centralised and autocratic style of leadership for making decisions and seldom consult subordinates. They rely primarily on their own ability and experience.

10. The men you will command are neither lazy nor unreliable. They are loyal and hard working. Win their confidence and they will lay down their lives for you.

11. **Democratic Style of Leadership.** This is also known as non directive style. This stresses the concern for human relationships. In this style of leadership, you share your responsibilities with your subordinates by involving them in both the planning and execution of tasks. This style assumes that the real power of a leader is granted by the group he leads. This style also assumes that people can be basically self directed and creative at wk if properly motivated. Democratic style encourages group discussion and decisions are arrived through consensus.

12. If you delegate much of auth for decisions making and exec to your subordinates and invariably consult the views of subordinates before making key decisions, your style of leadership will be democratic.

13. To a large extent, the persuasive leader bases his skill in leadership upon his personal examples and ability

(b)

## **PART II : EFFECTIVE LEADERSHIP- CHARESTICS**

14. There are, of course, a wide variety of styles of leadership between the two extremes of Autocratic and Democratic. An effective leader should be able to vary his style to meet the demand of the sit.

15. Studies conducted on autocratic and democratic styles have revealed results as under:-

(a) The group reacted favourably towards democratic leadership, by displaying enjoyment, constructive wk, and by continuing to function effectively even when the leader was not physically present on the scene of action.

(b) The autocratically led group on the other hand, displayed more hostility, aggression, lower morale and tended to fall apart during the leader's absence.

(c) The quality and qty of wk under the autocratic leader was better than it was under the democratic leader. Also the autocratic leader gets his job done speedily.

16. In essence, these studies reveal that a democratic style of leadership is gen more desirable than an autocratic one, in certain types of sits. However, in certain sits, the autocratic style has its advantages viz when adequate time is NA to accomplish msn or when the subordinates are not mature enough. An effective leaders should vary his style as per the demands of the situation and people. 356

17. **Which is the Best Style**. The question of whether a leaders should be exacting or easy on his subordinates has no simple answer. A democratic leader can be a hard task master at times. Similarly, an autocratic leader may by fatherly fig revealing fairness and consideration when the occasion demands. What is important is that one must be aware of the variety of styles and select the appropriate one depending on the nature of the msn, time available and the men under command.

### **PART III : WAY TO DEVELOP EFFECTIVE LEADERSHIP**

18. Traditional mil leadership is taught to lay more or less equal emphasis on mission accomplishment and concern for men. At times, especially under the stress of comb, these two conflict each other and the leader faces the question - which is more imp. Some leaders emphasize mission accomplishment while others concentrate on welfare.

19. The square thus formed can be separated into four quadrants which is prepare as of leadership and styles. eg, a leader who is strictly msn oriented w/o concern for men would be op in the lower right quadrant of high msn accomplishment and low concern for men. On the other hand, the leader who stresses concern for men and slights msn accomplishment would be operating in upper left quadrant. However, the most desirable type of leadership style is represented in the right hand upper quadrant (high mission accomplishment and high concern for men), and the most ineffective style is represented by the left hand lower quadrant wherein leader neither cares for mission nor for men.

### **CONCLUSION**

20. The trait principle concept gives us an insight into our behaviour and by knowing it we can cash on the strong pt. Since in the Army we are basically concerned both with msn accomplishment and welfare of men under our command, we must be aware of our style of leadership. It is not always possible to equally bal the two needs, yet we can learn to reach one through the other. eg, the concern for men during peace can pay us rich dividend for accomplishing the mission during war.

