

Lecture 7 - Leadership

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1. Leadership definition



2. A powerful leader

Drawing a picture of a powerful leader
using only icons, images
without any words



2. A powerful leader



2. A powerful leader

✓ Expert power is informal power that stems from superior ability or expertise in performing a specific task or role.

✓ Employees who gain power and influence in a group because they are liked, admired, and respected are said to possess referent power.

✓ Charismatic power is an intense form of referent power stemming from a person's unique personality, physical strengths, or other capabilities that induce others to believe in and follow that person.



2. A powerful leader

- ✓ Legitimate power confers on a manager the legal authority to control and use organizational resources to accomplish organizational goals.
- ✓ Reward power is the power to give pay raises, promotion, praise, interesting projects, and other rewards to subordinates
- ✓ Coercive power is the power to give or withhold punishment. Punishments range from suspension to demotion, termination, unpleasant job assignments, or even the withholding of praise and goodwill.
- ✓ Information power is power stemming from access to and control over important organizational facts, data, and decisions.



3. Types of Power in Groups

Position Power: Comes with the Position

| Type | Description | Example |
|----------------------------|---------------------------------------------------------------|------------------------------------|
| Legitimate Power | Relies on the authority of a job title or duty | "I have the authority to lead." |
| Reward Power | Relies on the ability to give out resources valued by members | "I can reward you." |
| Coercive Power | Relies on the ability to deal out sanctions and punishments | "I can punish you." |
| Informational Power | Relies on the control and transmission of needed information | "I have the information you need." |

3. Types of Power in Groups (Cont)

| Type | Description | Example |
|--------------------------|---------------------------------------------------------------|---------------------------------------------------------------|
| Expert Power | Relies on expertise and credentials | "I have the knowledge and skills we need." |
| Referent Power | Relies on members' respect for and experience with the leader | "I've earned your respect and trust." |
| Persuasive Power | Relies on effective and strategic communication skills | "I know how to persuade and encourage others." |
| Charismatic Power | Relies on a leader's character, competence, and vitality | "I have the energy, will, and passion to make things happen." |

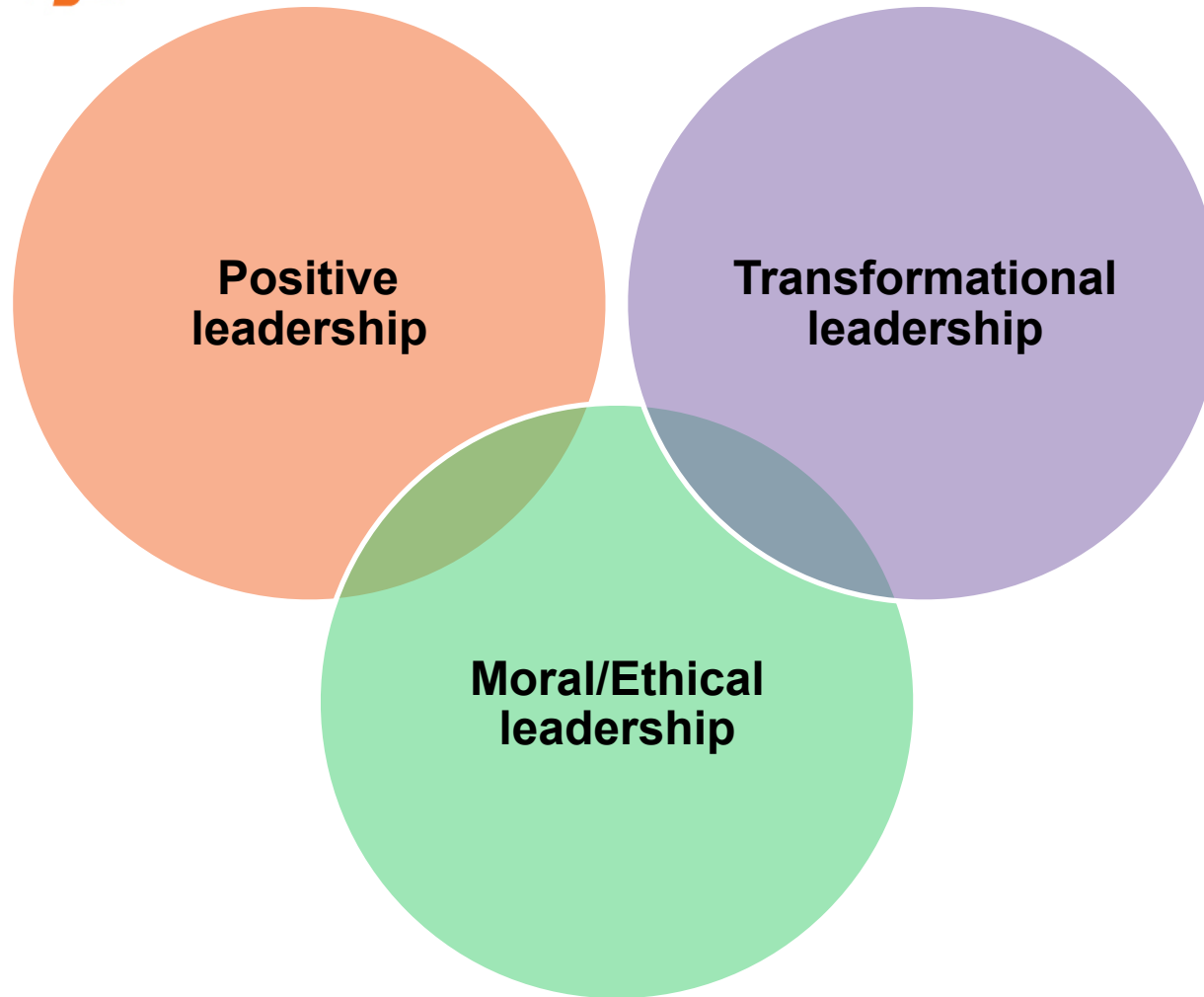
4. Gender stereotypes in leadership

MALE VS FEMALE

Leadership



5. Authentic leadership



6. Strategies for Becoming a Leader

- Talk early and often
- Know more than others
- Express your opinion

How to Become a Leader

Talk Early and Often

Know More than Others

Express Your Opinion

How to Be a Good Leader

Listen to Others

Share What You Know

Welcome Disagreement



7. Some ways to motivate others

- Satisfy their needs
- Use implement in the right place, right time
- Tell them how meaningful their jobs are
- Tell them how important they are in a team
- Mention the good results they will achieve ahead
- Give rewards

Game: Constructing a bridge



Lecture 7 – The end

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