

# Leadership

- Leaders secure cooperation from the group: all members work collectively towards group objectives and instill cooperation among the members.
- Leaders act as change agents: organization operate in an environment which is subject to continuous changes. But organizational members resist changes as they are accustomed to a particular methods of work. It requires great leadership to reduce the resistance to change and convince the employees to accept change. Leaders also take personal interest in helping their followers and protect the interests of their followers while taking any major organizational decisions.
- Leaders develop great visions they develop the vision in building great organization.

## Styles of leadership

- Autocratic or authoritarian leadership : autocratic leaders take all the decisions on their own without consulting their followers. They simply order the followers and these orders are to be obeyed by followers.
- Discipline is enforced by rewards and punishment. Decision making is entirely centralized and followers have no say in them. This style of leadership is also called dictatorship. Communication is always one way and it always flow in the form instructions and orders from leaders to subordinates. Subordinates have to depend on their leaders for everything. Leaders supervise and control the behaviors of their followers very closely.

## Democratic leadership or consultative leadership.

- While the leader is quite an important figure in a democratic situation, he is not the key figure like in authoritarian situation. He serves more as a coordinator or agent for the group. Hence the group is not dependent upon him as an individual and can function effectively in his absence

## Spectrum of leadership style.

- The leader “tells” subordinates what his decisions is.
- The leader “sells” his decision i.e., persuades subordinates to accept it.
- The leader invites questions from subordinates to give them a fuller explanation of his thinking.
- The leader presents only tentative decisions subject to change.
- The leader presents only the problem, invites solutions and then makes decisions.
- The leader presents the problem and lets the group make a decision within certain limits of action.
- The leader permits the group to make decision within limits defined by the situations.

"Management is doing things right;  
leadership is doing the right things."

A leader leads based on strengths, not titles.