Leadership

Leadership refers to the guidance of people towards a specific goal and requires a relationship between the leader and the followers. There is transactional and transformational leadership, where rank dynamics also play a role.

What is delegation?

Delegation means transferring responsibility and tasks to other people. There are some basic requirements and information that must fit or be available:

• Clarity about the task to be delegated: The task to be delegated must be clearly defined so that the person delegated knows what is expected of them.

• Confidence: The leader must have confidence in the person they are assigning the task to and that they are capable of completing the task successfully.

• Competence and resources: The person who is assigned the task must have the necessary competence and resources to complete the task successfully.

• Clarity about responsibilities and authorities: It is important that the person given the task knows what their responsibilities are and what authorities they have in order to complete the task successfully.

• Communicate and agree on goals and approaches: The manager and the person assigned the task must agree on goals and approaches and ensure that they are on the same page.

• Monitoring and support when needed: The leader must ensure that the person assigned the task has the necessary support and can complete the task successfully. A monitoring and feedback mechanism is also important to ensure the task is completed successfully.

Concepts of leadership

There are various concepts of leadership that have been developed throughout history. The most well-known include:

• One-dimensional models: Here, leaders are categorized based on one dimension, e.g. authoritarian, laissez-faire, cooperative, etc.

• Two-dimensional models: Managers are categorized using two dimensions, e.g. Managerial Grid (leadership behavior vs. employee orientation).

• Situational leadership: Managers adapt their leadership style to the respective situation.

• Three-dimensional models: Leadership is considered here based on three dimensions, e.g. employee orientation, task orientation and situational adaptability.

• Motivation and competency model: The leadership style is made dependent on the motivation and competency of the person to be led.

leadership styles

There are different leadership styles that have been developed from the above concepts. The most well-known include:

• Authoritarian style of leadership: Here the leader gives clear instructions and expects obedience from the followers.

• Participatory leadership style: Here, the followers are involved in decision-making processes and value is placed on their opinions and ideas.

• Laissez-faire leadership style: Here, those being led are given extensive freedom in the implementation of their tasks.

• Situational leadership style: Here the leadership style is adapted to the respective situation and the needs of the followers.

Leadership style for a given situation

**You advise a volunteer fire brigade; a house is on fire:**

Situational leadership style, since it is an acute and dangerous situation in which quick decisions have to be made, but the followers can also make valuable contributions due to their experience and expertise.

Elon Musk's leadership style

Elon Musk is known for his visionary and transformational leadership style. He sets ambitious goals and inspires employees to work on groundbreaking technologies. As a hands-on leader, Musk is directly involved in technical decisions and works hard on his projects. He is willing to take risks and encourages his team to take bold moves. While sometimes autocratic, Musk's focus remains on creating innovative solutions and transforming the industries in which he operates.