

# LEADERSHIP STYLES

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# LEADERSHIP

**“Influencing people so that they will strive willingly towards the achievement of group goals”**

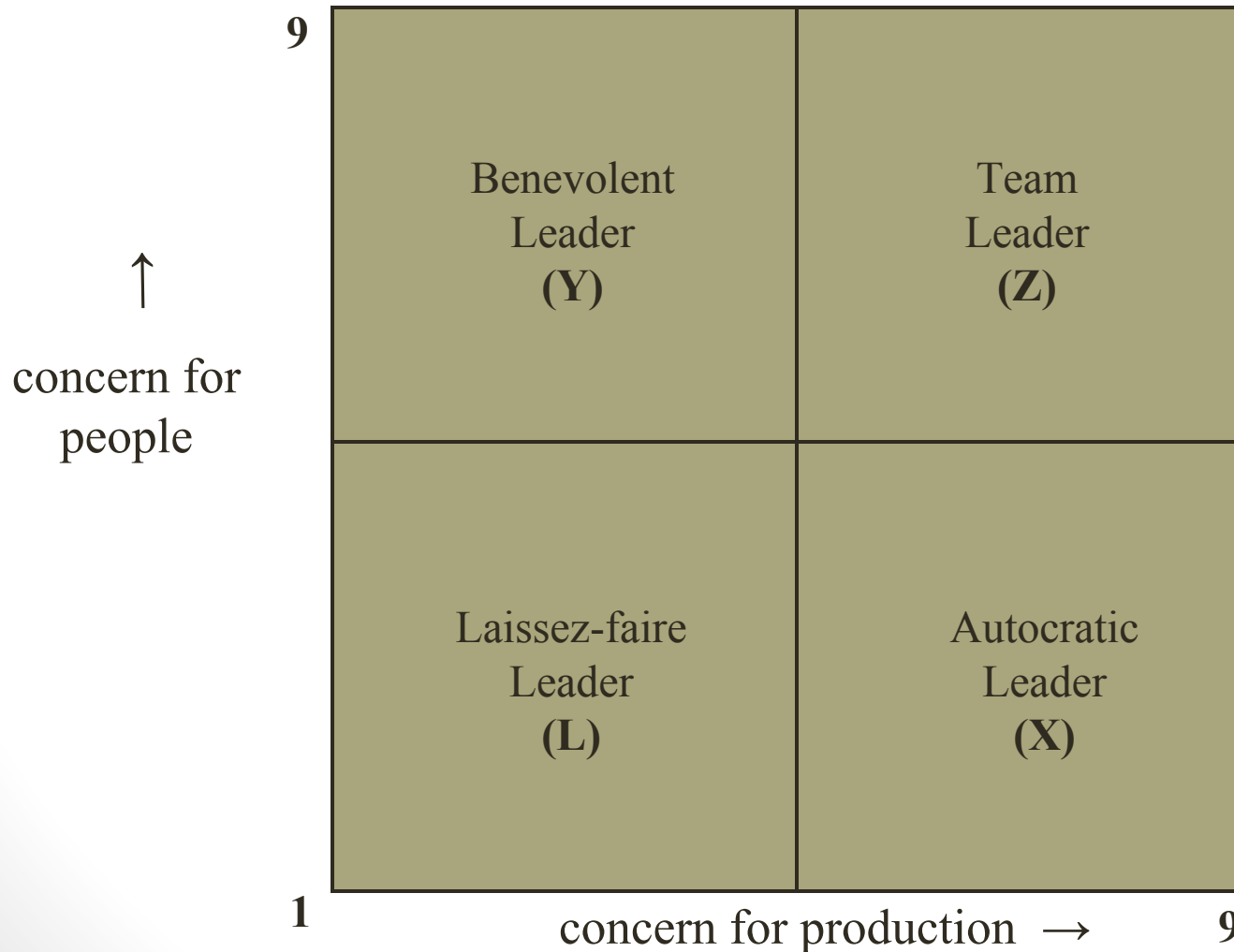
- A leader is one who inspires, motivates and leads people to accomplish organizational goals

# STYLES OF LEADERSHIP

- Leaders' styles encompass how they relate to others within and outside the organization, how they view themselves and their position, and—to a large extent—whether or not they are successful as leaders

- Good leaders usually have a style that they consciously use most of the time, but they're not rigid. They change as necessary to deal with whatever comes up.
- Be consistent with what people in the organization expect.
- Your style needs to be consistent with the goals, mission, and philosophy of your organization.

# Styles of leadership



# Theory “L”: Laissez-faire or **Delegative** Leader leader

- Uninvolved - “leave them alone”
- Lets others make decisions
- Allows people to make their own decisions.
- Leader is still responsible for the decisions that are made.
- This style allows greater freedom and responsibility for people.
- However, you need competent people around you or nothing will get done

# Theory “X”: Autocratic or Authoritarian leader

- Lacks flexibility
- Controlling and demanding
- Focused solely on productivity
- Given the power to make decisions alone, having total authority.
- Closely supervises and controls people when they perform certain tasks.



# Theory “Y”: Benevolent leader

- Very people oriented; encouraging
- Organizes around people
- Can be paternalistic
- “country club” atmosphere: non-competitive



# Theory “Z”: Team leader

- Balances production and people issues
- Builds a working team of employees
- Team approach: *involves* subordinates
- Organization is a *vehicle* for carrying out plans

# RESULTS OF LEADERSHIPSTYLES

1. Theory L: “missing management”
  - Very low productivity
2. Theory X: “my way or the highway”
  - Job stress; low satisfaction; unions form
3. Theory Y: “country club”
  - Low achievement; good people leave
4. Theory Z: “good manager”
  - High productivity, cooperation, low turnover, employee commitment

# CHARACTERISTICS OF AN EFFECTIVE LEADER

- Takes the challenges to grow
- Takes calculated risks
- Adopts the leadership style that fits you and your personality
- Have courage at the time of controversies
- Accepts their mistakes
- Communicates frequently
- Be approachable
- Understands the situation and the fact

# ESSENTIAL REQUISITES OF LEADERSHIP

- Trust
- Collaboration
- Confidence
- Competitive Spirit
- Integrity
- Consistency
- Loyalty