



# Leadership: Concepts and Functions

Welcome to the 5th Unit of our course on Management and Organizational Behavior: Leadership and Power. Today, we will explore the fundamental concepts and functions of leadership.

 **Dr. Maharajan K**





# Recap: Power Dynamics in Organizations

## Sources of Power

We discussed the five bases of power: coercive, reward, legitimate, expert, and referent. We explored how these sources can influence individual and organizational behavior.

## Impact on Decision Making

We analyzed how power dynamics affect decision-making processes, including strategic planning, resource allocation, and conflict resolution.



# Guess the Topic



Leadership Defined

What does it mean to be a leader?



Influence and Impact

How do leaders influence others?



Functions and Styles

What are the key functions of a leader?





# Defining Leadership

Leadership is the ability to influence a group toward the achievement of a vision or set of goals. It's not just about position or authority; it's about inspiring and motivating others to reach their potential.



# Key Leadership Functions

## Setting Direction

Leaders establish a vision and strategic plan that guides the organization's journey.

## Motivating and Inspiring

They create a sense of purpose and passion, encouraging individuals to strive for excellence.

## Building Relationships

Effective leaders cultivate strong relationships with their team, fostering trust and collaboration.





# Leadership Styles



## Autocratic

Centralized decision-making, strong control.



## Democratic

Involving team members, shared decision-making.



## Laissez-Faire

Hands-off approach, delegation, limited direction.





# Real-Life Case Studies

1

## Satya Nadella at Microsoft

His transformational leadership shifted focus from hardware to cloud computing, leading to significant growth.



2

## Indra Nooyi at PepsiCo

Her strategic vision expanded global market reach and diversified product offerings.

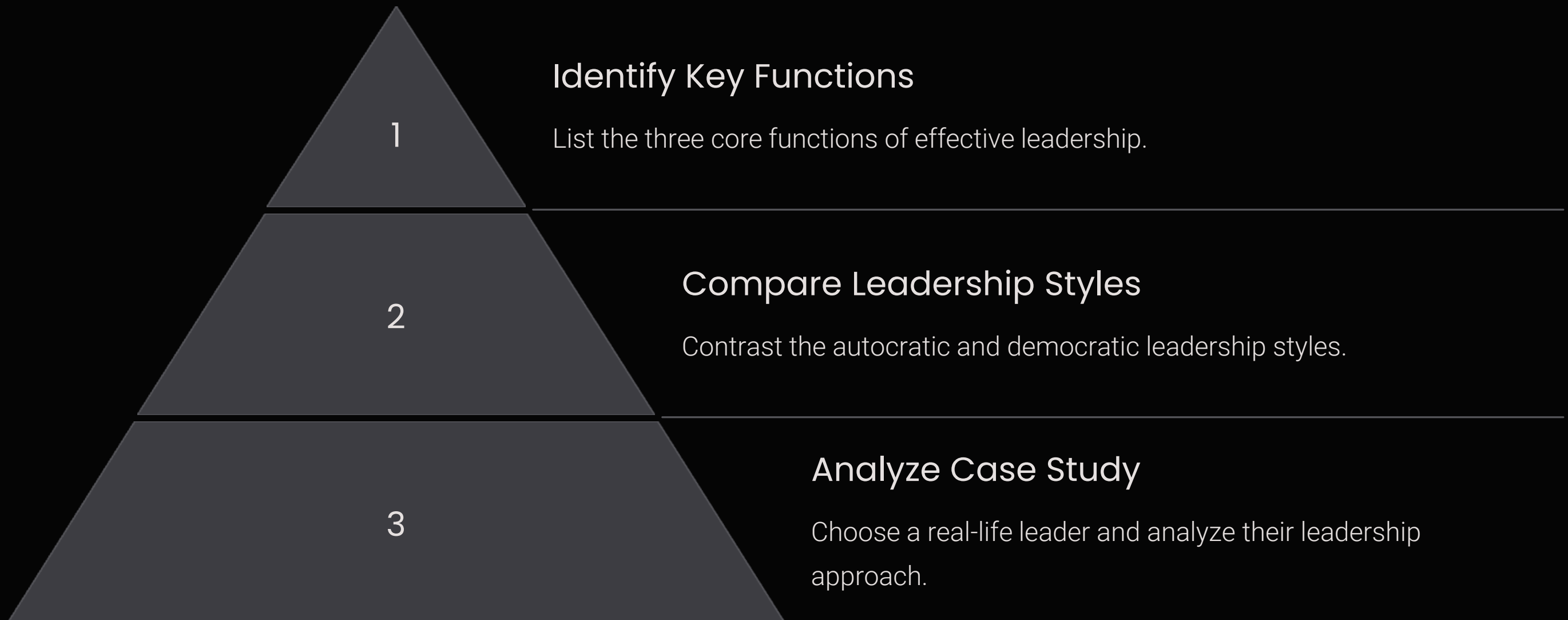
3

## Sundar Pichai at Google

His focus on innovation and user experience fueled growth and product development across multiple platforms.



# Student Learning Assessment







# Summary and Key Takeaways

1

## Leadership is Influence

Effective leaders inspire and motivate others to achieve shared goals.

2

## Functions Define Impact

Leaders set direction, motivate, and build relationships.

3

## Styles Matter

Different situations call for different leadership styles.



# Recommended References

1

## Online Resources

Harvard Business Review, MIT Sloan  
Management Review

2

## Books

Good to Great by Jim Collins,  
Leaders Eat Last by Simon Sinek

