



# Leadership Styles

Welcome to Unit 5 of our course, Management and Organizational Behaviour. Today, we'll delve into the fascinating world of leadership styles, exploring the different ways individuals influence and guide others. We'll analyze the pros and cons of each style, applying these concepts to real-life scenarios.

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# Recap: Key Concepts

## 1 1. Power

We discussed various sources of power, including legitimate, coercive, reward, expert, and referent.

## 2 2. Influence

We explored different influence tactics, such as assertiveness, ingratiation, rational persuasion, and coalition formation.

## 3 3. Leadership

We defined leadership as the ability to influence others toward achieving common goals.





# Guess the Leadership Style

## Scenario 1

A manager sets clear goals, gives specific instructions, and monitors progress closely. Employees are expected to follow orders and maintain a high level of efficiency.

## Scenario 2

A team leader encourages collaboration, solicits feedback, and empowers team members to make decisions. They prioritize team harmony and a positive work environment.

## Scenario 3

A supervisor sets broad goals, offers minimal direction, and lets employees work independently. They prefer to step in only when necessary, fostering autonomy and creativity.





# Authoritarian Leadership



## Centralized Decision-Making

The leader makes decisions independently, with minimal input from team members.

## Directive Approach

The leader gives specific instructions and expects employees to follow them without question.

## Task-Oriented

The leader focuses on achieving goals and efficiency, with less emphasis on employee well-being.

## Case Study: Steve Jobs

Apple's former CEO famously employed an authoritarian style, demanding perfection and pushing employees to their limits.





# Democratic Leadership



## Participative Decision-Making

The leader encourages input from team members, seeking their ideas and suggestions.



## Teamwork and Collaboration

The leader fosters a collaborative environment, promoting open communication and shared decision-making.



## Employee Development

The leader provides opportunities for employees to learn and grow, empowering them to take on new challenges.



## Case Study: Google

Google's culture emphasizes collaboration and empowers employees to take ownership of their work.



# Laissez-Faire Leadership

1

## Minimal Direction

The leader provides little guidance or supervision, allowing employees to work independently.

2

## Delegation of Responsibility

The leader empowers employees to make their own decisions and take ownership of their work.

3

## Freedom and Creativity

The leader encourages innovation and creativity, fostering a culture of autonomy and experimentation.

4

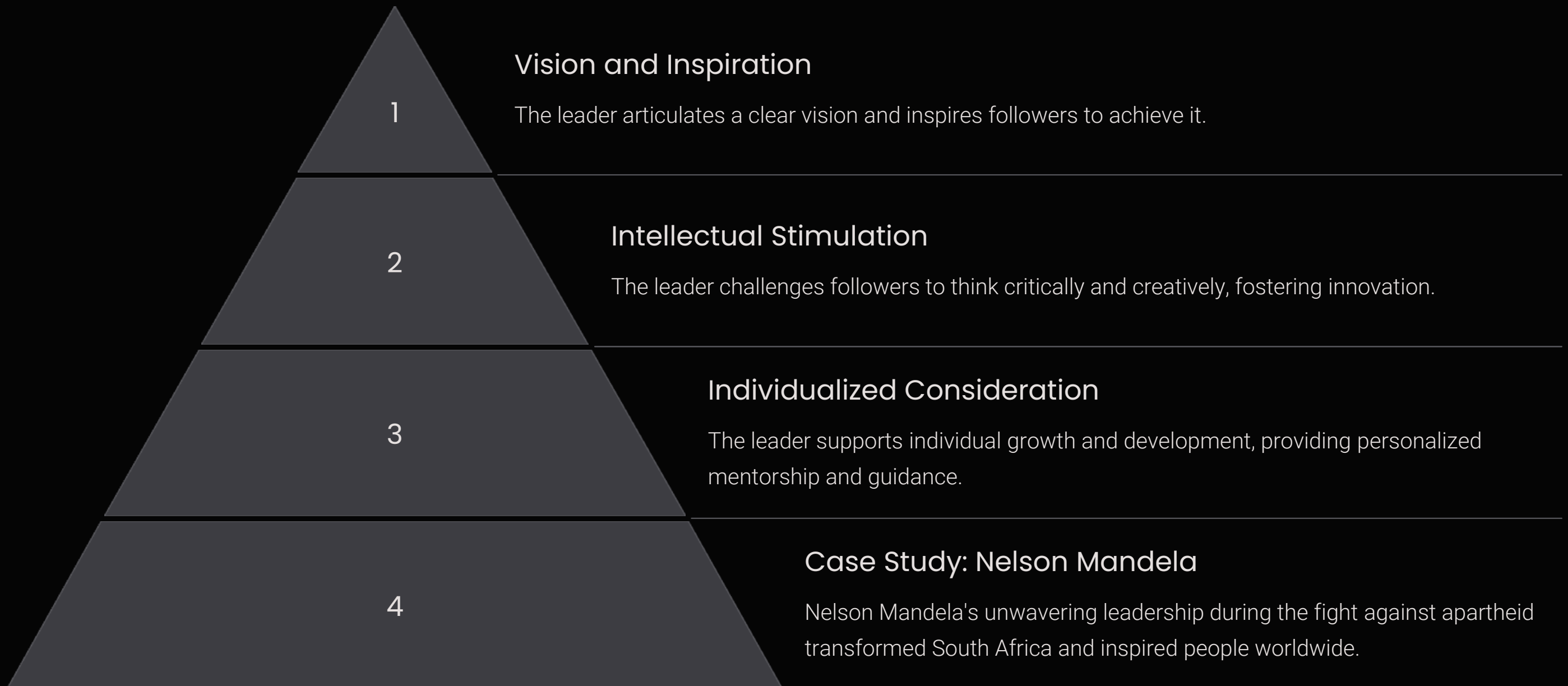
## Case Study: Zappos

Zappos is known for its "self-management" approach, encouraging employees to make decisions and take initiative.





# Transformational Leadership





# Situational Leadership

1

## Contingency Approach

The leader adapts their style to the specific situation and the needs of the team.

2

## Flexibility and Adaptability

The leader is able to switch between styles, depending on the task, the team, and the environment.

3

## Case Study: Leadership in a Crisis

During natural disasters, leaders may need to shift from democratic to more authoritative styles to maintain order and safety.





# Test Your Knowledge

1

What leadership style is most suitable for a high-performance, innovative team?

A. Authoritarian B. Democratic C. Transformational D. Laissez-Faire

2

Which leadership style emphasizes delegation and autonomy?

A. Democratic B. Laissez-Faire C. Situational D. Transformational

3

What is the core principle of Situational Leadership?

A. Centralized decision-making B. Adaptability and flexibility C. Vision and inspiration D. Task-oriented approach



# Summary and References

We covered the main leadership styles, exploring their characteristics, strengths, and limitations. Remember, the most effective leadership style is context-dependent. Consider the situation, team dynamics, and your own strengths when choosing a leadership approach.

- Online Resources: [Psychology Today - Leadership Styles](#)
- Book: The 7 Habits of Highly Effective People by Stephen Covey