



# Theories of Leadership: Leaders vs. Managers

Welcome to Unit 5 of our Management and Organizational Behaviour course: Leadership and Power. Today, we will dive into the fascinating world of leadership theories, exploring the distinctions between leaders and managers and examining different approaches to effective leadership.

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# Recap: Key Takeaways from Previous Presentation

## Understanding Power

Power is the ability to influence others. It can be based on position, expertise, or relationships.

## Types of Power

We examined five types of power: Legitimate, Reward, Coercive, Expert, and Referent.

## Power Dynamics

Power can be used for positive or negative purposes. It is important to use it ethically and responsibly.



# The Differences Between Leaders and Managers

## Leaders

Inspire and motivate others, focus on vision and direction, encourage creativity and innovation.

## Managers

Plan and organize, implement strategies, monitor progress, delegate tasks and responsibilities.



# Trait Theory of Leadership

## Intelligence

Leaders tend to be more intelligent, having the ability to process information quickly and make sound decisions.

## Self-Confidence

Leaders are confident in their abilities and are willing to take risks.

## Integrity

Leaders are honest and ethical, and they inspire trust in others.

## Motivation

Leaders are driven by a desire to achieve goals and make a difference.





# 1 Autocratic

## 2 Democratic

### 3 Laissez-Faire

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INSTITUTIONS

LEADERSHIP.

<b>Teamwork</b>	<b>Communicating</b>	<ul style="list-style-type: none"> <li>• Problem Solving</li> <li>• Consulting</li> <li>• Consulting</li> <li>• Consulting</li> <li>• Consulting</li> <li>• Consulting</li> </ul>	<ul style="list-style-type: none"> <li>• Problem Solving</li> <li>• Consulting</li> <li>• Consulting</li> <li>• Consulting</li> <li>• Consulting</li> <li>• Consulting</li> </ul>
<b>Perceiving</b>	<ul style="list-style-type: none"> <li>• Organized to Express Solutions</li> </ul>	<b>Deciding</b>	<b>Structuring</b>
<b>Connecting</b>	<ul style="list-style-type: none"> <li>• Teamwork</li> <li>• Teamwork</li> <li>• Teamwork</li> <li>• Teamwork</li> <li>• Teamwork</li> <li>• Teamwork</li> </ul>	<ul style="list-style-type: none"> <li>• Teamwork</li> <li>• Teamwork</li> <li>• Teamwork</li> <li>• Teamwork</li> <li>• Teamwork</li> <li>• Teamwork</li> </ul>	<ul style="list-style-type: none"> <li>• Teamwork</li> <li>• Teamwork</li> <li>• Teamwork</li> <li>• Teamwork</li> <li>• Teamwork</li> <li>• Teamwork</li> </ul>

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# Situational Leadership Theory



## Task Behavior

Leaders provide specific instructions and guidance.



## Relationship Behavior

Leaders focus on supporting and motivating team members.





# Transformational and Charismatic Leadership

## Transformational Leaders

Inspire followers to achieve extraordinary results, build a sense of shared purpose, create a culture of excellence.

1

2

## Charismatic Leaders

Possess charm and charisma, inspire followers through their personal qualities, create a strong emotional connection with their followers.





# Case Study: Mahatma Gandhi - A Transformational Leader

## Visionary

1

Gandhi envisioned an independent India free from British rule.

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## Inspirational

2

He inspired millions through his unwavering commitment to nonviolence.

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## Empowering

3

He empowered ordinary people to fight for their rights.





# Check Your Understanding: Leadership Styles Quiz

1

Which leadership style involves giving clear instructions and close supervision?

2

Which leadership style involves team members in decision-making?

3

Which leadership style emphasizes trust and empowerment?

4

Which leadership style is characterized by a strong vision and charisma?



# Check Your Understanding: Leadership Styles Quiz

1

**Which leadership style involves giving clear instructions and close supervision?**

A. Autocratic

2

**Which leadership style involves team members in decision-making?**

B. Democratic

3

**Which leadership style emphasizes trust and empowerment?**

C. Laissez-Faire

4

**Which leadership style is characterized by a strong vision and charisma?**

D. Charismatic



# Key Takeaways and References

Leaders are different from managers. They inspire and motivate, while managers plan and organize. We've discussed several theories of leadership, including trait, behavioral, situational, transformational, and charismatic. Key takeaway: Effective leadership is situational and requires flexibility. Refer to the following resources for further exploration:

- Northouse, P. G. (2023). Leadership: Theory and Practice. Sage Publications.
- Daft, R. L. (2019). The Leadership Experience. Cengage Learning.