



# **LEADERSHIP MANAGEMENT**

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# What is Leadership?

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Leadership is the ability to influence a group towards the achievement of goals.



# What is Leadership?

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Leadership is the art of guiding a team or organization through effective decision-making, setting a vision, motivating members, and achieving collective goals with charisma and integrity.



In management terms, It is the use of authority which is inherent in the designated formal rank to obtain compliance from organizational members.



# What is Leadership?

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# SUCCESSFUL LEADER?

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A successful leader possesses personality, bravery, a transparent vision, and ambition. A strong leader creates organizational success by encouraging the team to perform at their highest level.

# Essential Leadership Skills of Excellent Leaders

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A good leader always understand the way to offer support. Supportive leaders are accessible to their staff, transparent about their choices, team players, and adept communicators of plans and tactics.

- Have empathy and demonstrate it
- Keep the lines of communication open
- Being capable of taking decisions
- Effective planning
- Collaborate.



# **Leadership Theory?**

# What is Leadership Theory?

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- Leadership theory describes how and why certain individuals become leaders.
- The focus is on the characteristics and behaviors that people can adopt to enhance their leadership ability.

# 4 Major Leadership Theories for Effective Management

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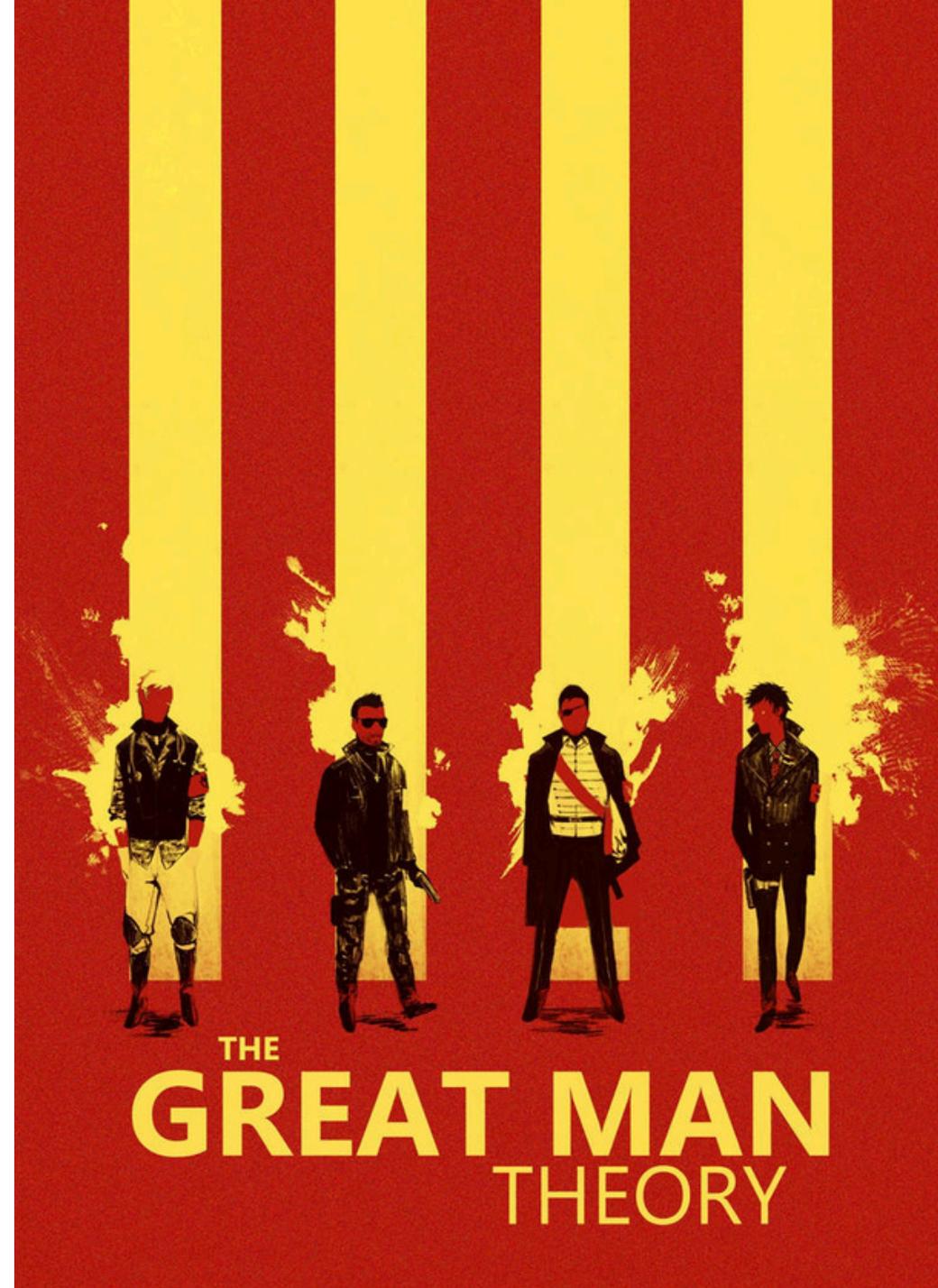
1. The Great Man Theory or charismatic leadership theory
  2. The Trait Theory
  3. Behavioral Theory
  4. The Theory of Situations
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# 1. The Great Man Theory (Charismatic Leadership Theory)

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One of the first theories on leadership.

- Makes the assumption that these qualities are inherent, which indicates that leaders are born, not created, and cannot be learned.
- This hypothesis asserts that a leader has certain innate human characteristics, such as: Glamour, Decisive, Wisdom, Daring as secretiveness, Appeal etc.



- This viewpoint emphasizes the fact that individuals cannot be taught to be effective leaders. It's a quality that either you have or you don't. These abilities come naturally , thus you cannot learn them or receive training in them.
- In addition, the idea holds that these leadership qualities are constant over time and apply to all organizations, regardless of the setting in which these leaders are employed. The idea that exceptional leaders emerge when they are required is another tenet of this leadership ideology.



# 2. The Trait Theory



- Trait refers to the quality of an individual.
- This theory believes that persons having certain traits could become successful leaders.
- Certain traits identified in a successful leader are –Physical features, Intelligence, Emotional stability, Human relations, Empathy, Objectivity, Motivation, Technical skills etc.

# 3. Behavioral Theory

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- Leadership is shown by a person's acts more than his traits.
- It explains what leaders should do rather than what leaders are
- Leader should perform two major functions:
  1. Task related functions (Provide solutions to the problem faced by the groups in performing jobs,
  2. Group maintenance functions (actions of mediating disputes and ensuring that individuals feel valued.)

# 4. The Theory of Situations

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Here, The attention is given to the situation in which the leadership is exercised.

The factors affecting leadership effectiveness are –

1. Leader's behavior (Personality, attitude, interests position in the organization
2. Situational Factors(Organizational climate, Organizational culture ,Group norms, Group relationships )

# Situational Leadership, as per Situational Theory:

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- Develop a connection with the workforce
- Encourage employees
- Recognize when alternative leadership philosophies are required in a given situation
- Develop teams and organizational units

## **The idea also distinguishes four main leadership styles:**

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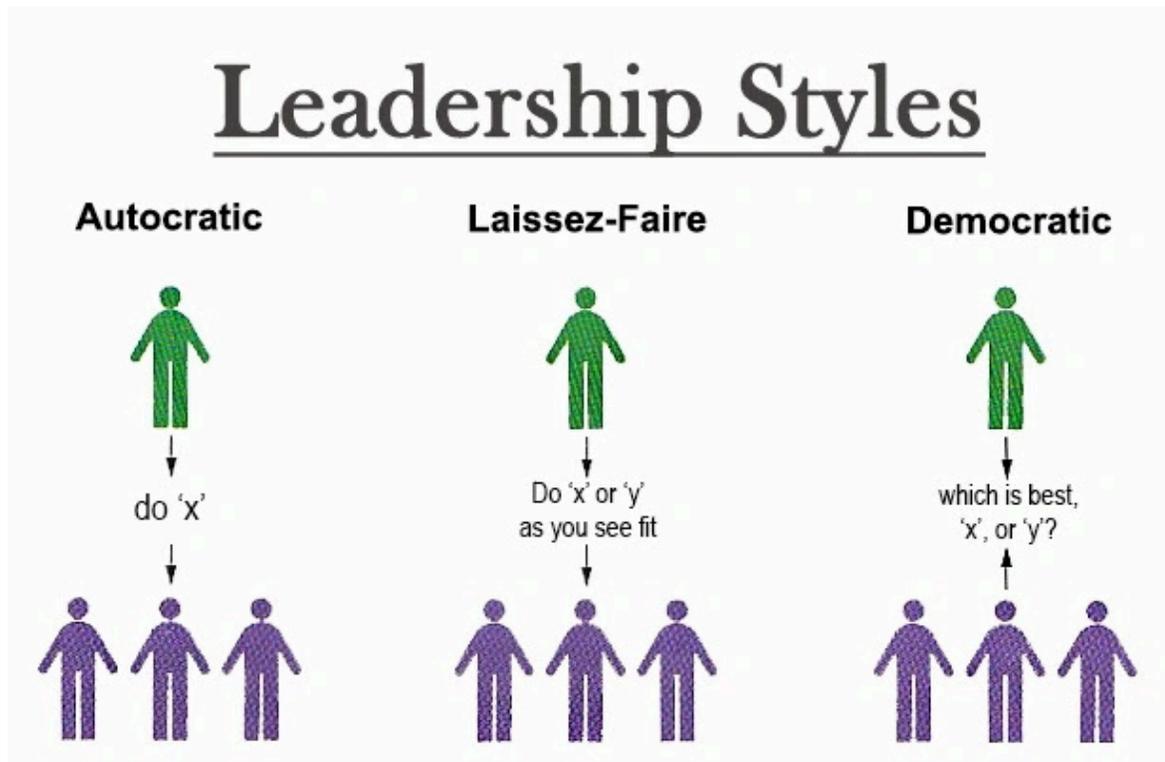
1. Telling: Managers instruct staff members on what needs to be done and how to go about it.
2. Selling: Team members are persuaded to adopt a leader's concepts or ideas.
3. Participating: Effective leaders encourage their team members to take an active part in problem-solving and decision-making processes.
4. Delegating: Limiting their involvement, leaders hand off the majority of the work to the team. Such leaders defer to the group for decision-making but they are always ready for advice.

The theory lists a few essential traits of a situational leader, such as problem-solving abilities, trust, adaptability, insight, and coaching.

# Leadership Styles

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In 1939, Kurt Lewin identified three types of leadership styles in business. Each successful leader develops a style based on their own personality, goals, and business culture based on one of these three leadership styles:



1. Autocratic
2. Democratic
3. laissez-faire.

# 1. The autocratic business leader

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The autocratic leader understands the strength of authority. Autocratic leaders are not interested in opening up the decision-making process to the entire group. Instead, they choose to bear the leadership completely alone. They expect those who fall under their authority to follow orders

# Advantages of an Autocratic Business Leader

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- **Faster decision-making**

Autocratic leaders make decisions quickly because there are fewer levels of administration to inform.

- **Improved productivity**

Autocratic leaders can quickly move information throughout an organization, which can lead to more efficient project completion

- **Crisis management**

Autocratic leaders can quickly direct a response to a crisis because they make most of the decisions.

- **Reduced employee stress**

Autocratic leaders create a highly regulated environment that can reduce employee stress.

- **Clear direction**

Autocratic leaders can provide a clear vision and direction for their organization.

- **Direct communication**

Autocratic leaders provide all necessary information to employees, which simplifies communication.

- **Accountability**

Autocratic leaders take full responsibility for the outcomes of their decisions.

# Disadvantages of an autocratic business leader

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- **Reduced employee morale**

Autocratic leadership can make employees feel stressed, overwhelmed, and pressured.

- **Reduced creativity**

Autocratic leadership can stifle creativity and innovative approaches.

- **Reduced employee engagement**

Autocratic leadership can make employees less engaged, which can hinder skill development and initiative.

## 2. The democratic business leader

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A democratic leader encourages the free exchange of ideas throughout the team. All members have a valued voice and the leader acts as a spokesperson or facilitator. Democratic leaders rely on the participation of every member of the group. They emphasize the value and expertise each member brings to the table. Every team member shares the freedoms and responsibilities of leadership.



# Advantages of a democratic business leader

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- **Creativity**

Democratic leaders encourage employees to share their ideas, for more creative and innovative solutions.

- **Improved decision making**

Democratic leaders involve everyone in the decision-making process, which can lead to more holistic decisions.

- **Increased job satisfaction**

Employees feel seen and valued when their efforts are recognized, which can lead to higher job satisfaction and improved staff retention.

- **Builds trust**

Democratic leaders inspire trust, which can lead to employees feeling safe and comfortable sharing their ideas.

- **Stronger team**

Create opportunities for collaboration and brainstorming, which can help build a strong team.

- **Improved awareness of company values**

Encourage open communication and group discussion, which helps employees to understand the company's values

# Disadvantages of a democratic business leader

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- **Slow decision-making**

Democratic leaders consider input from many people, which can slow down the decision-making process. This can be detrimental in situations that require quick decisions or have deadlines.

- **Lack of clarity**

Democratic leadership can make it difficult to define roles and responsibilities for team members.

- **Accountability issues**

When responsibility is shared among many people, it can be hard to identify who is responsible for mistakes.

- **Inefficiency**

Democratic leadership may not be as efficient as more centralized or authoritarian styles.

- **Leader burnout**

Democratic leaders may feel overwhelmed by the extra work required to get consensus.

# 3. The laissez-faire business leader

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Laissez-faire leaders are the hands-off type. They assign tasks and give general direction, but they're usually uninvolved in day-to-day tasks.

Employees decide on the best approach to fulfill their responsibilities.

Laissez-faire leaders put a great amount of faith in the individual. They trust them to remain self-motivated, on-task, and accountable. If issues arise, these leaders are available to offer direction, but only upon request.

Laissez-faire leaders allow each member of their team to succeed or fail based on their own abilities.

# Advantages of laissez-faire business leaders

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- **Faster decision-making**

Team members can make decisions without having to get approval from the leader.

- **Creativity and innovation**

Team members are free to explore their ideas and approaches.

- **High morale**

Team members are empowered to make decisions independently.

- **Sense of ownership**

Team members feel a sense of ownership and accountability for their work.

- **Faster progress**

Groups can progress and develop faster if they make good decisions quickly.

# Diadvantages of laissez-faire business leaders

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- **Lack of oversight**

Without oversight, the quality of work may be inconsistent.

- **Reduced productivity**

Team members who lack self-motivation may be less productive.

- **Increased stress**

Laissez-faire leadership can increase stress levels, which can lead to medical errors and suboptimal care.

- **Higher staff turnover**

Laissez-faire leadership can increase staff turnover rates.

- **Conflict**

Different interpretations of roles and responsibilities can lead to conflict.

- **Inconsistent performance**

Without oversight, performance may be inconsistent.

- **Failure to represent interests**

Laissez-faire leadership may not represent the interests of all sections of society.

- **Limited control over quality**

Without oversight, the quality of work may be inconsistent.

# How to Apply Leadership Theories at Workplace

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- **Understanding your leadership style**

Consider how you manage, motivate, and lead others. Recognize how your behavior affects your team's productivity and morale

- **Encouraging communication**

Facilitate communication between you and your team Motivate your team to achieve their goals

- **Developing a leadership culture**

Emphasize the value of leadership at all levels of your organization Create opportunities for leadership development Recognize and advance good leaders

- **Consider the big picture**

Think proactively and positively

- **Listen to others**

Pick up tips from your team members

- **Find a mentor**

Ask a leader you respect to mentor you

- **Evaluate each situation**

Make the best decision based on your relationship with your team members

- **Be flexible**

Change your style to adapt to your team and external conditions

# Final Tips & Takeaways

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- Essential skills of leaders
- Leadership Theories
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# **Thank you**

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