



APPLICATIVE LEADERSHIP

Extra Credit online Course

MODULE II

Styles of Leadership

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Leadership Styles

- Leadership is the ability of leader to guide followers.
- A leadership style refers to a leader's methods and behaviors when directing, motivating, and managing others.
- Leadership styles define how leaders strategize their relationships with their followers.





Factors Affecting Leadership Style

- Four factors affect leadership styles.
- 1. The Led
- 2. The Leader
- 3. The Situation
- 4. The Communication
- A leader must weigh these factors while selecting a leadership style.
- A good leadership style encourage a healthy relationship between leaders and followers.



Styles of Leadership

- Autocratic
- Democratic
- Laissez – faire
- Transactional
- Transformational





Autocratic Style

- It is called as authoritarian style.
- Autocratic leadership is a command-and-control type of leadership.
- Leader take total control of the team.
- The team members must obey the leader's order.
- Leader like to assert their authority to show off their knowledge, skills, or perceived superiority at every possible moment.
- Leader does not allow opportunities for input and suggestions from the followers.
- This leadership style is efficient in decision-making.





Democratic Style

- It also known as participative leadership.
- Leaders offer guidance to group members.
- Participative leaders encourage group members to participate, but retain the final say in the decision-making process.
- Group members feel motivated and creative.





Laissez-Faire Style

- It also known as delegative leadership.
- This style full freedom is given to group members.
- Delegative leaders offer little or no guidance to group members and leave the decision-making up to group members.
- This style can be useful in situations involving highly qualified experts in group.





Transactional Style

- leadership style views the leader-follower relationship as a transaction.
- this involves the employer-employee relationship.
- transaction focuses on the follower completing required tasks in exchange for monetary compensation.
- This style allows leaders to offer a great deal of supervision and direction.
- Followers perform well to receive rewards.





Transformational Style

- Transformational leaders are able to motivate and inspire followers.
- To direct positive changes in groups.
- These leaders tend to be emotionally intelligent, energetic, and passionate.
- Leaders are helping both organization and group members to fulfill their target.
- Leadership results in higher performance and more improved group satisfaction.





Transformational Style Dimension

Transformational Leadership

Dimension 1: Idealized Influence

Qualities of leader: risk-taker, ethical, and a role model

Dimension 2: Inspirational Motivation

Qualities of leader: enthusiastic, optimistic, motivator, and provides challenges to others

Dimension 3: Intellectual Stimulation

Qualities of leader: encourages creativity and innovation, and includes followers' perspectives

Dimension 4: Individualized Consideration

Qualities of leader: coach, mentor, considerate to others' differences and needs, and effective listener



Case study

Analyse the Case

The Vernon Road Bleaching and Dyeing Company is a British lace dyeing business. It was purchased in bankruptcy by the father/son team of Henry and Richard Chaplin. Richard has been acting as "Managing Director" which is the same as a general manager or president of a company.

The company has had 50-to-150 employees with 35-to-100 being shop floor, production employees. The company produces and sells various dyed fabrics to the garment industry.

Gerry Robinson is a consultant who was asked to help transform methods of conducting business to save the company.

Jeff is the factory manager.

1. What are Richard's strengths and weaknesses as a leader?
2. What could Richard have done to make the problems of quality and unhappy customers more visible to the workforce?
3. What do you think Richard's top three priorities should be for the next 12 months?
4. What could Richard have done to motivate the workforce?
5. Evaluate Jeff's approach and effectiveness as a leader.





FOR FEEDBACK AND QUERIES

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Thank You