

**APPLICATIVE LEADERSHIP**  
**Extra Credit on-line Course**  
**Department of Business Administration**  
**MODULE V**



**INSTRUCTOR**

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## SHARING & CARING LEADERS

**Caring leaders is not just about caring the organisation but caring their employees  
Not concerned with the success of the company but also with the well being of the employees**

**Caring for your employees will directly affect your productivity, customer satisfaction, and employee engagement results**





## SHARED LEADER

**Shared leaders occur when there is two or more members engaged in leadership of the team in an effort to influence, direct and motivate the fellow members to maximise team effectiveness**



## Three dimensions are the cornerstones of shared leadership

**Shared purpose**

**Understand and appreciate collective goals**

**Social support**

**Provide emotional support to each other**

**Voice**

**Appreciate each team member's contribution**



# GAINING & GIVING RESPECT

- Give Respect
- Show Your Work Ethic
- Be Consistent
- Be a Firm Leader
- Admit Your Wrongdoings
- Seek Out New Opinions
- Recognize Successes
- Seek Out Feedback

# 6 Ways Leaders Gain Respect in the Workplace

- Show confidence in your ability to lead
- Don't demand respect, EARN it
- Listen to other's ideas
- Remain humble
- Lead by example
- Communicate appreciation often



## Tips that can help you earn more respect

- ❖ Be kind
- ❖ Act respectfully
- ❖ Listen well
- ❖ Be useful
- ❖ Don't make excuses
- ❖ Let go of anger
- ❖ Be willing to change

## Respectful Communication Skills

- ❖ Practice politeness, courtesy and kindness
- ❖ Listen graciously
- ❖ Avoid negativity
- ❖ Talk to people – not about them
- ❖ Don't over criticize
- ❖ Treat people equally
- ❖ Be emotionally empathetic
- ❖ Value others' opinions



# SITUATIONAL APPROACH TO LEADERSHIP

Situational approaches emphasize the role of contextual factors and how they either influence leadership behavior directly or moderate the relationship between leadership and measures of leader effectiveness

Successful leaders who use the situational leadership approach influence team members in order to achieve the optimal strength of the team

**Situational Leadership model addresses four types of leadership styles, based on**

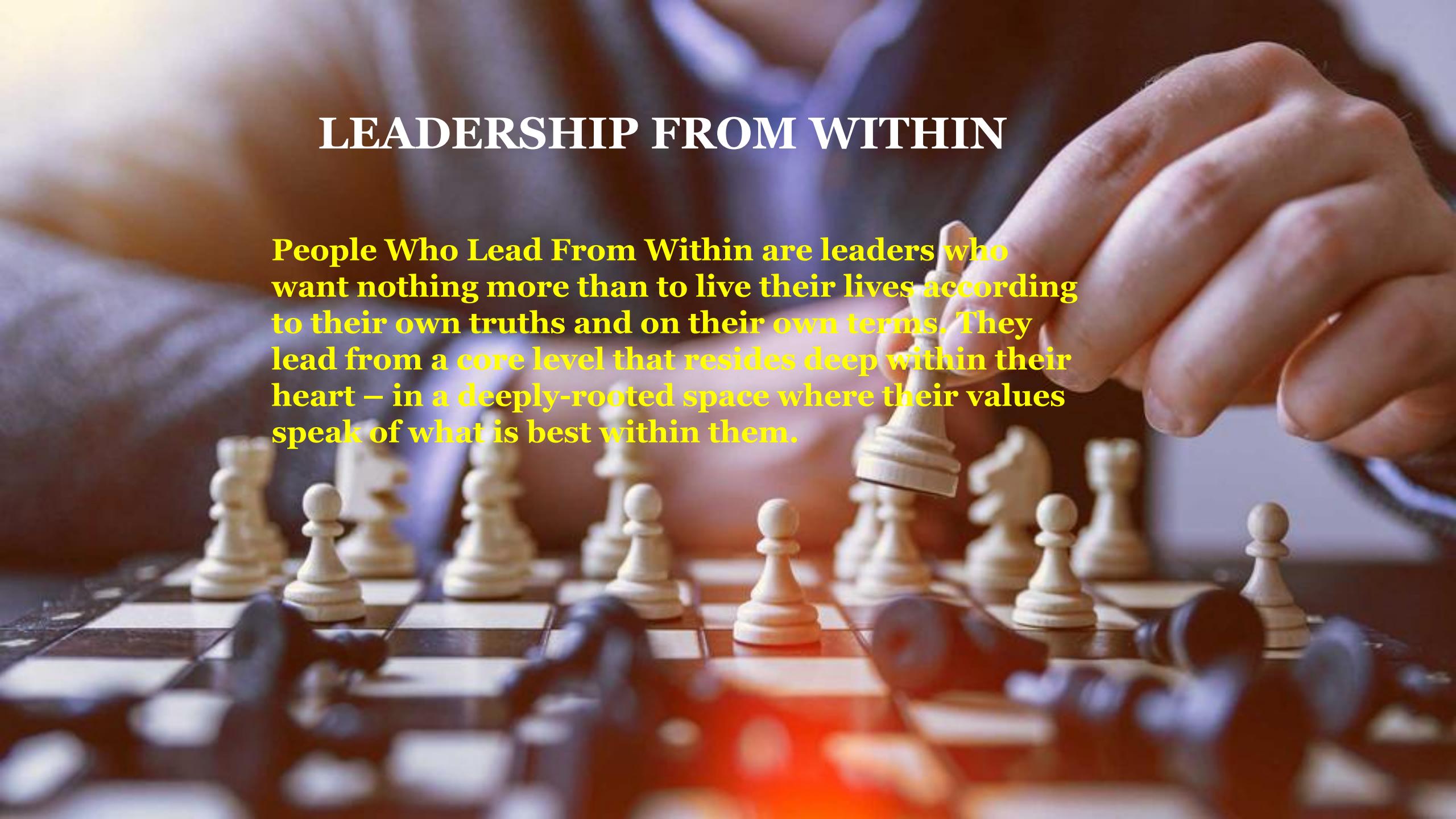
- ✓ **Telling**
- ✓ **Selling**
- ✓ **Participating**
- ✓ **Delegating**

## 5 Advantages of Situational Leadership

- ❖ **Adaptability and flexibility**
- ❖ **Less stress and burnout**
- ❖ **Simple, but encourages growth**
- ❖ **Comfortable work environment**
- ❖ **Individualized**

# LEADERSHIP FROM WITHIN

**People Who Lead From Within** are leaders who want nothing more than to live their lives according to their own truths and on their own terms. They lead from a core level that resides deep within their heart – in a deeply-rooted space where their values speak of what is best within them.



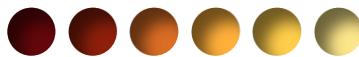
**Authentic leadership does not come from the outside in. It comes from the inside out. Inside-out leadership means becoming the author of our own story and the maker of our own history. All serious leadership starts from within.**



# TIPS TO LEAD A TEAM FROM WITHIN

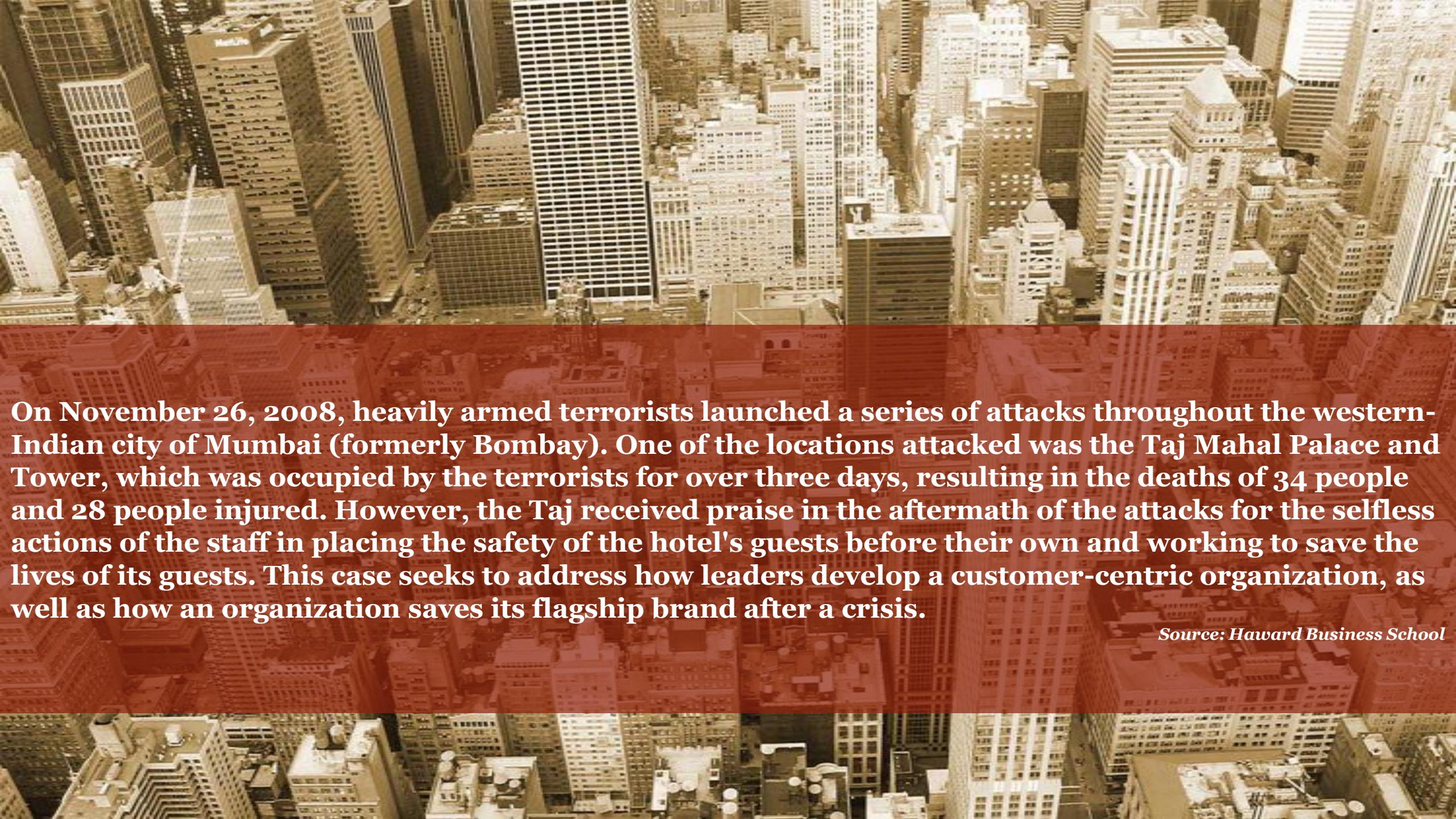


- ❖ **Develop a Leader's Mindset**
- ❖ **Hold Regular 1-on-1s**
- ❖ **Set up Your Team to Get Results**
- ❖ **Create a Culture of Feedback**
- ❖ **Lead Your Team Through Change**
- ❖ **Manage Your Time and Energy**



A wide-angle photograph of a construction site during sunset. The sky is filled with large, billowing clouds colored in shades of orange, yellow, and light blue. In the foreground, the dark silhouette of a large building under construction is visible, featuring multiple levels and a complex roofline. Three construction cranes stand prominently against the sky; one is on the left, another is in the center, and a partial view of a third is on the right. The overall atmosphere is one of industrial activity set against a dramatic, natural backdrop.

# CASE STUDY THE ORDINARY HEROES OF TAJ HOTEL



**On November 26, 2008, heavily armed terrorists launched a series of attacks throughout the western-Indian city of Mumbai (formerly Bombay). One of the locations attacked was the Taj Mahal Palace and Tower, which was occupied by the terrorists for over three days, resulting in the deaths of 34 people and 28 people injured. However, the Taj received praise in the aftermath of the attacks for the selfless actions of the staff in placing the safety of the hotel's guests before their own and working to save the lives of its guests. This case seeks to address how leaders develop a customer-centric organization, as well as how an organization saves its flagship brand after a crisis.**

*Source: Harvard Business School*

A woman with dark hair tied back is sitting on a brick-paved path, looking down at a tablet device she is holding in her hands. She is wearing a grey long-sleeved shirt. The background consists of a paved path made of light-colored bricks.

**THANK YOU**

**For feedbacks and queries**

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