



Effective Leadership

The Key to Organisational Success

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Welcome!

AIMS

-DEFINE LEADERSHIP

-IDENTIFY AND ANALYSE
LEADERSHIP STYLES

-APPLY LEADERSHIP STYLE WHEN
IMPLEMENTING CHANGE IN THE
WORKPLACE



Introduction to Leadership

Definition of Leadership

‘Leadership is a set of mindsets and behaviors that aligns people in a collective direction, enables them to work together and accomplish shared goals, and helps them adjust to changing environments’.
(McKinsey & Company, 2024)



Importance of Leadership in Organisations



Guiding Vision



Efficiency



Inspiring Employees

Communication

Less Mistakes

Inspires Hard Work

(Cortes and Hermann, 2021)

Overview of Leadership Styles

Democratic
Leadership

Autocratic
Leadership

Transformational

Laissez-faire

Transactional

(Lewin, 1939; Carton, 2022; Gardner *et al.*, 2020)

Autocratic Leadership



Advantages

- efficiency in decision making
- clear direction and control
- effective in high-stakes environments



Disadvantages

- limited creativity and innovation
- low morale and engagement
- overdependence on the leader

(Hogg, 2021)



Understanding Democratic Leadership



Advantages

- enhanced creativity and innovation
- improved morale and engagement
- stronger team relationships
- better decision making



Disadvantages

- time-consuming decision making
- potential for conflict
- dependence on team competence
- risk of indecision

(Hilton *et al.*, 2021)

The Power of Transformational Leadership



Advantages

- boosts motivation and engagement
- encourages innovation and creativity
- builds trust
- enhances growth

Disadvantages

- risk of burnout
- dependence on the leader's vision
- overemphasis on the big picture



(Deng *et al.*, 2023)

Transactional Leadership

Advantages

- clarity and consistency
- efficiency in task execution
- motivation through rewards
- effective in crisis

Disadvantages

- limited creativity and innovation
- overemphasis on short-term goals
- low employment engagement
- dependence on rewards

(Abbas and Ali, 2023)





Exploring Laissez-faire Leadership



Advantages

- encourages innovation and creativity
- boosts team morale
- supports skill development



Disadvantages

- lack of direction
- ineffective in low-skill teams
- potential for low accountability
- reduced team cohesion

(Lundmark *et al.*, 2022)

Change

⋮⋮⋮⋮⋮⋮ ‘Change is the law of life. And those who look only to the past⋮⋮⋮⋮⋮⋮
or present are certain to miss the future’ - John F. Kennedy

In order for organisations to be successful in this rapidly changing technological environment, they will need to balance effective management with inspiring leadership (Ackerman, 2023).



The steps I will take as HR manager at CYNO to help employees through the change from manual to automation

1. **Clear Communication**
 2. **Training and Re-skilling**
 3. **Employee support and counselling**
 4. **Job redesign and Role creation**
- visionary
Integrity
Empathy



... continued

5. Involvement and feedback

6. Phased implementation

7. Recognition and rewards

Taylor & Francis

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Thank You
For Your Attention

