

EMERGENT LEADERSHIP SKILLS
FOR THE WORKPLACE
BMSW6101

LEADERSHIP STYLES

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INTRODUCTION

This presentation will focus on important leadership styles, including Authoritarian, Democratic, Laissez-Faire, Transactional vs. Transformational, Democratic Leadership style and its advantages and disadvantages, Additionally, this presentation will highlight important theories: Theory X and Theory Y.

AUTHORITARIAN LEADERSHIP STYLE & THEORY X

AUTHORITARIAN LEADERSHIP

"authoritarian leadership emphasizes 'absolute authority and control over subordinates and demands unquestionable obedience from subordinates' "(Cheng, et al., 2004)

Authoritarian leaders impose laws, freely choose rewards and punishments based on their personal opinion, and make all key choices through assigning duties, issuing instructions.

It has been shown in the studies that employees suffer when an authoritarian leader is in command. (Zhang & Xie, 2016)

THEORY X

Theory X assumes the common individual dislikes and avoids the job performance. And since people dislike jobs, they must always be pressured, dominated, guided, and be intimidated to attain business goals. Also, according to Theory X the common person chooses to be controlled, avoids commitment, lacks motivation, and values security.

THE LINK BETWEEN AUTHORITARIAN LEADERSHIP AND THEORY X.

Authoritarian leadership, like Theory X, involves the direct, strong monitoring with concrete objectives and sanctions or greater remuneration as motivators.

DEMOCRATIC LEADERSHIP STYLE

shared governance by a multiplicity of free and equal leaders working together

(Garcia & Western, 2018,pp.19)

DEMOCRATIC LEADERSHIP

(Gasttil 1994) describes a democratic leadership as dispersing responsibility between employees, engaging members of the group, while helping group decision making.

In contrast to an authoritarian leader, a democratic leader will guide rather than direct their employees, talk on the same level as their followers, encourage communication, and evaluate their employees in an objective manner.

THEORY Y

The ordinary human being does not fundamentally despise working. When individuals feel devoted to a mission, they will guide and control their own behaviour in order to achieve the goals they have set for themselves. The benefits that come with accomplishing goals play a significant role in motivating people to work toward their targets.

THE LINK BETWEEN DEMOCRATIC LEADERSHIP STYLE AND THEORY

Democratic leadership and Theory Y are related because Theory Y aims to establish a workplace where individuals are responsible, engaged, and motivated to succeed in their employment.

LAISSEZ-FAIRE

LEADERSHIP STYLE

LAISSEZ-FAIRE LEADERSHIP

The leadership style of laissez-faire often is known as the "hands-off" (MALOŞ, 2012, pp.424)

method.

This type of leadership is characterised by the employer providing minimal or no guidance at all and granting workers the maximum amount of autonomy imaginable.

The whole authority is delegated to the employees, who must independently define objectives, decide things, and solve issues.

In this situation, individuals have a tendency to push limits and violate standards, and introverted team members are not recognised for their efforts and are not doing their tasks to the fullest extent.

"The leader provides minimal guidance, due to which group members are often not sure of their job roles and responsibilities." (Rahbi, et al., 2017, pp.5)

TRANSACTIONAL VS. TRANSFORMATIONAL LEADERSHIP STYLE

TRANSACTIONAL

(Burns, 1993) describes transactional leadership as an exchange between the leaders and subordinates. When followers comply with their leader's directives, they receive monetary compensation and social status.

TRANSFORMATIONAL

The transformational leader generally motivates people to perform at a level that is higher than what was initially anticipated.

The transformational leader “inspire followers with challenge and persuasion, providing both meaning and understanding.” (Bass & Riggio, 2006, pp. 5)

TRANSACTIONAL VS. TRANSFORMATIONAL

Transformational leaders enhance members' values, raise knowledge as well as drive subordinates to put the group before themselves.

Even though transactional leaders treat each subordinate fairly, supervisors don't get followers to trust or care about the organisation, let alone act like good organisational citizens. Transformational leaders, on the other hand, can make followers want to help the organisation reach its goals. (Bass, 1994)

DEMOCRATIC

LEADERSHIP

MY STYLE

ADVANTAGES

"The democratic leadership style is also called the participative style as it encourages employees to be a part of the decision making." (Khan, et al., 2015,pp.88)

Democratic leadership is compromise-based and encourages the employees to be open to a number of different perspectives. Democratic leadership builds the trust of employees, and the ability to analyse most issues. Group members have the freedom to develop and share their own ideas, while sharing equal rights.

DISADVANTAGES

"Although effective, democratic leadership style has certain disadvantages." (Rahbi, et al., 2017, pp.5) This leadership approach might fail when duties are unclear and there is short time to accomplish tasks. Sometimes group members may find it difficult to participate to the decision-making process.

Democratic leadership may be time-consuming and challenging, highly reliant on age.

What's Your Leadership Style?
You got: **Democratic Leadership**



verywell

Verywell / Alex Dos Diaz

LEADERSHIP TRAITS THAT I OWN

The results of the test indicate that the style of leadership that best fits me is democratic leadership. Communication, trusting and accepting everyone's ideas, creativity and innovation, integrity, honesty, respect, honesty and the capacity to provide and receive feedback are all traits that demonstrate that my leadership style is democratic.

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