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Emergent of Leadership Skills for  
the Workplace

BMSW6101



- Introduction
- a leader is one who inspires and motivates action, having a can-do personality and strong leadership skills is the key to leading the charge. Buchanan et al (2007) says leadership is the process of influencing the activities of an organized group in its efforts towards goal-setting and goal-achievements.
- there are several types of leadership styles which are Autocratic style, democratic styles, laissez-faire style, bureaucratic style. These types of styles are the strengths and the abilities that individuals demonstrate to help oversee the processes. (Lewin,1939)
- the purpose of this presentation is to help understand the different types of leadership style and what aligns with myself and the overview of the style, while looking into the advantages and the disadvantages of the style , followed by a conclusion to sum it all up.

## Overview of leadership styles

a psychologist back in the early 20th century called Kurt Lewin identified 3 specific types of leadership styles, authoritarian , democratic, laissez-faire

Autocratic leaders is often considered as the classical approach this style provides clear expectations for what needs to be done and when it should be done. Autocratic style has been criticized over the past 30 years as some studies have said many autocratic leaders have a higher turnover than other organizations. (Khan et al 2015)

Democratic style encourages employees to be part of the decision making. They see themselves as more guiders than leaders. Democratic leader like to help their peers reach their goals. (Khan et al 2015)

laissez-faire is where the managers provide little or no direction and gives employees as much freedom as possible. (Khan et al 2015)



**Democratic** style of leadership is also known as the participative style as it encourages and motivates employees to be part of the decision-making process. Ideas and suggestions can be brought forward by any team member, and the democratic style of leadership facilitates and asks questions until there consensus in the decision-making. it is also where the focus of power is more with the group as a whole and there is greater interaction within the group. (Lee, 2021)

I align myself with the democratic style of leadership because I see myself as a motivating leader who likes to take my teams opinions into consideration, I also like to speak on the same level as my peers as I don't like them to see me as better than them. However, I still want them to take me seriously because the job needs to get done in a professional manner and as a democratic leader, we like the phrase "All for one and one for all". (Editor in Chief, 2019) says that this type of style connects people to their work and when employees feel like they have a connection with their employer and team they are more likely to be inclined and have more of a positive attitude.



This style requires the leader to be a coach who has the final say but gathers information from staff members before making a decision.

Democratic leaders tend to produce high quality and high quantity work for long periods of time. for example, Larry Page and John f Kennedy are known as democratic leaders.

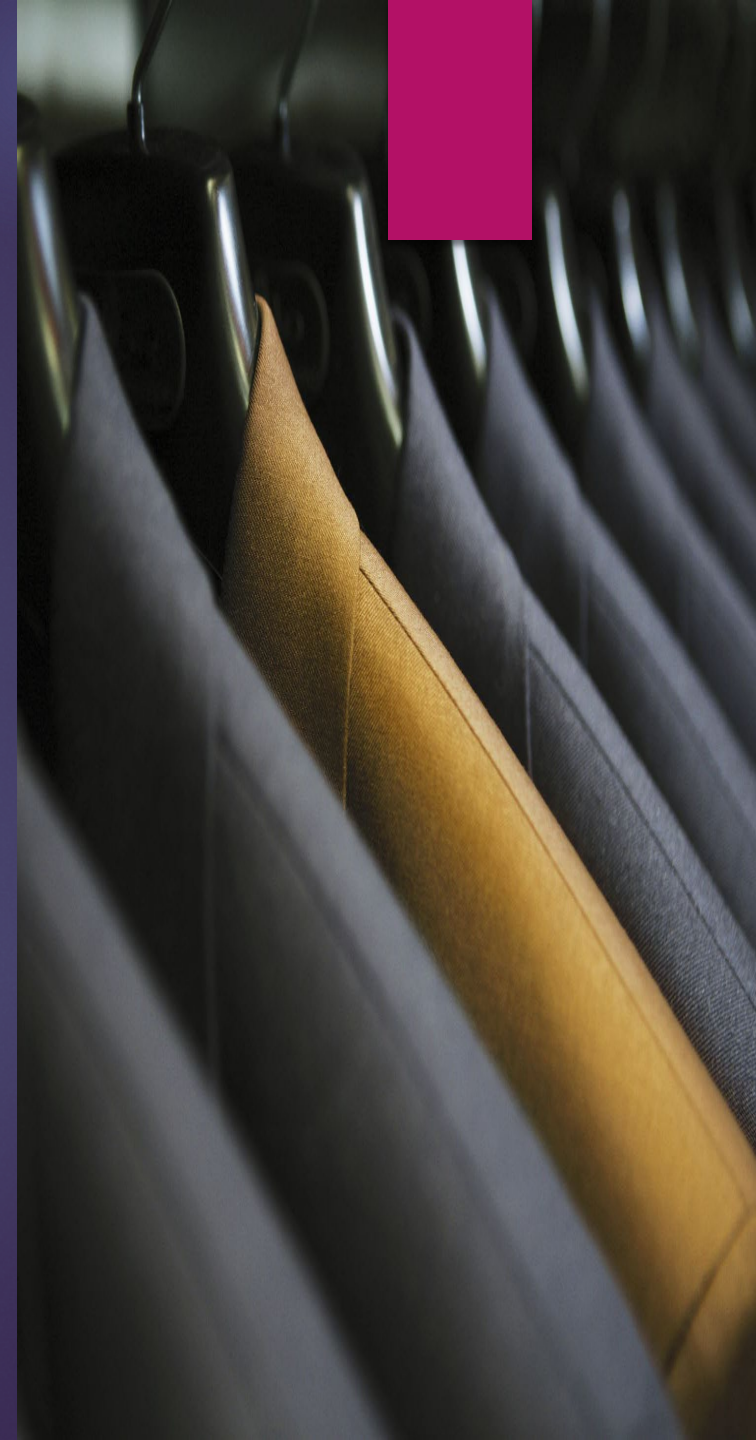
Democratic leaders recognizes and encourages achievement they also encourage employees to grow on the job and to be promoted, democratic leadership is mostly successful when used with highly skilled or experienced employees or when implementing operational changes or resolving individual or group problems. (Lee, 2021)



## Advantages of Democratic Leadership Styles

According to Rustin and Armstrong (2012) there are two main advanced advantages that democratic leaders have over autocratic leaders and one of them is motivation and loyalty. Members of a work-group are more likely to commit themselves to its purposes where they feel more valued.

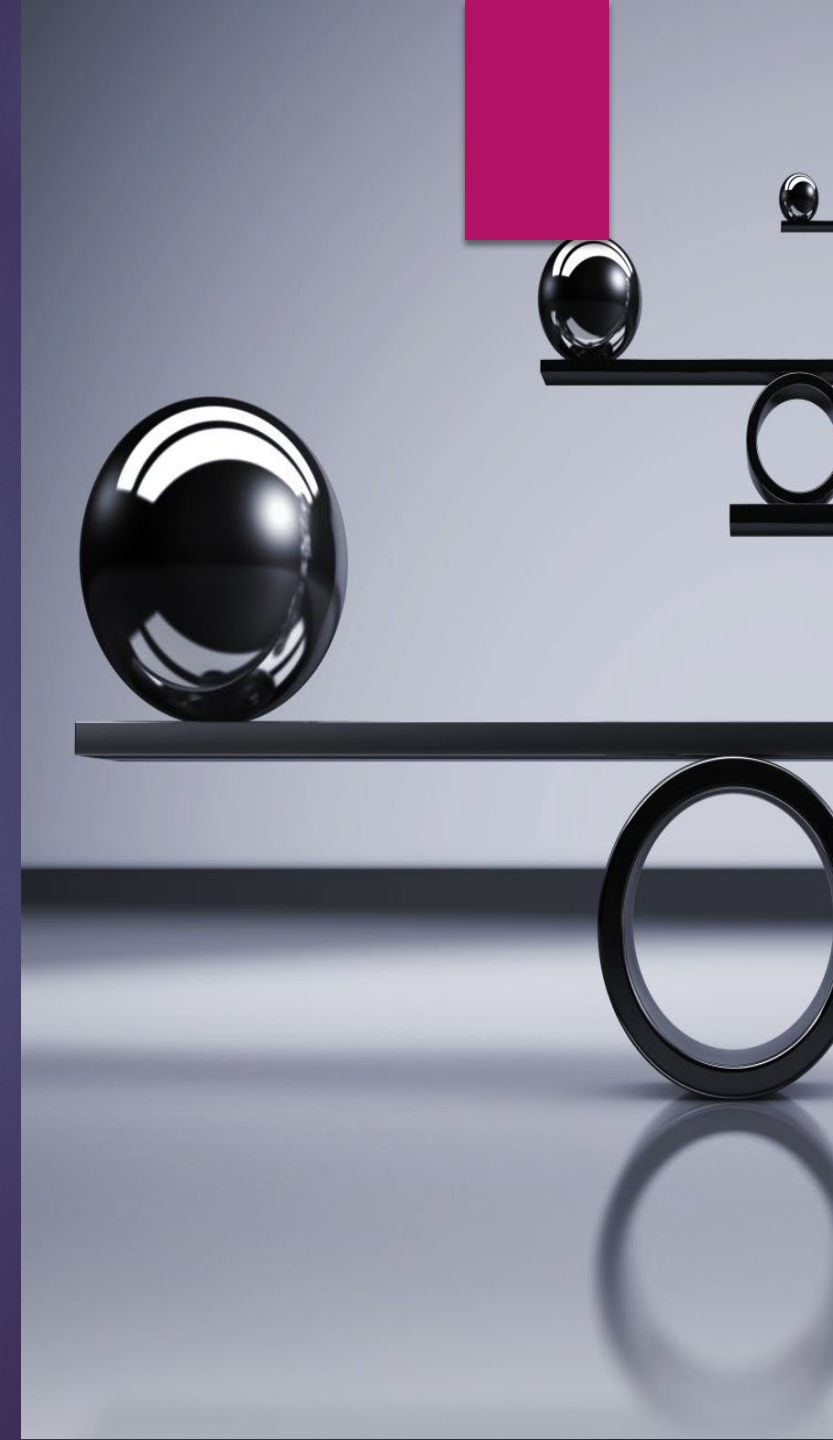
- > Decreased risk of catastrophic failure
- > Good working environment
- > High- performance teams
- > Self –sufficient
- > Motivating
- > Equal rights
- > An understanding of most problems



## Disadvantages Of Democratic Leadership Styles

- > Slow decision-making can cost you time, money and impacts relationships
- > Over- dependence on the team
- > collaboration burden
- > Time consuming for the leader
- > No optional solutions

(Gaille, 2018) says this type of style can create feelings of uncertainty within the team because when the team fails with this leadership style there is a lot of blame being pushed around and no-one wants to take accountability.



## Conclusion

I have concluded that a democratic leader doesn't just think about themselves, they like to have the opinions and the input of decision-making from their employees because they know teamwork makes the dream work. And most employees like the trust they receive and respond with cooperation, team spirit, and high morals. As much as it's a great style to have it also has its disadvantages.



## References

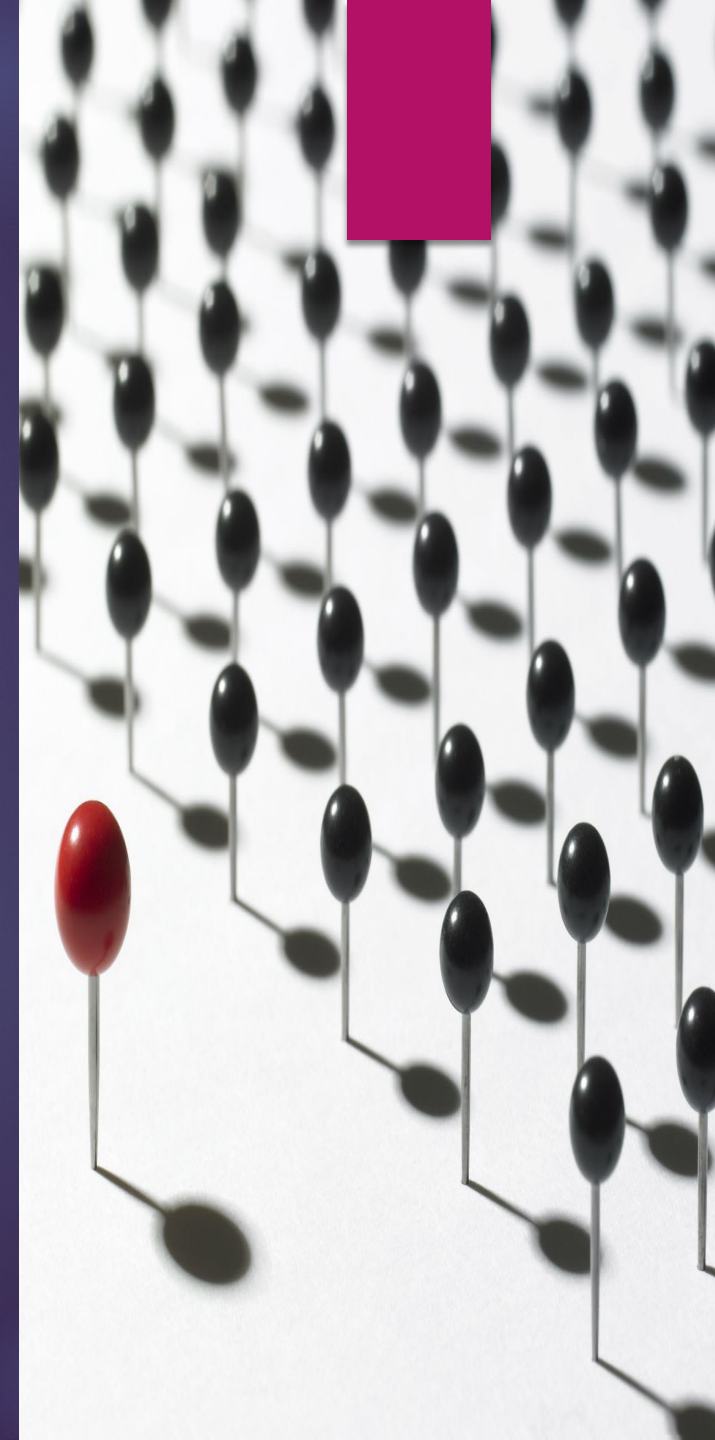
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