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Management and Leadership styles in Tesco

The aim of this study is to present the management and leadership styles in Tesco in making strategic decisions for the growth of the organisation.

- LEADERSHIP

Leadership is the bringing together of a group of people and directing them to achieve a common goal. According to James B. Rieley (2006), leadership is all about creating environments in which your company employees can realise their individual and collective potential.

My top 10 Leadership Theories

1. Trait approach
2. Leadership Styles (Autocratic, Democratic, Laissez-Faire)
3. Leadership Skills: Task & Relationship
4. Situational; directing, coaching, supporting, delegating.
5. Transactional; very well mind.
6. Transformational; a leadership style that can inspire positive changes in those who follow.
7. Charismatic
8. Vertical Dyad Linkage Model
9. Leader-Member Exchange
10. Servant Leadership

1.a Leadership trait

Approach is a defining characteristic, quality, or enduring tendency of a person. Those traits leadership are born natural leaders.

- Traits intelligence; having a higher intelligence than the average person.
- Self Confidence; a certainty about our competencies and skills, high level of self-esteem and self-assurance
- Determination; this is a strong drive to move forward, it is initiative, persistence, perseverance to fallow through despite the many obstacles.
- Integrity; this mean being honest, trustworthy, living by clear set of principles and taking responsibility for our actions.
- Sociability: this is the tendency to engage in friendly, courteous, and pleasant, social relationship.

2.b Leadership styles Autocratic

- Authoritarian, boss-centred approach
- Assume full control of the group, goals, and decision.
- Centralized power
- Top-Dawn communication
- A drive for control and compliance
- Seek little or no impute.
- High power distance.
- Clear unequal dynamics with followers.
- Rely on position of authority, not relationship.
- Do not socialize with subordinates.

2.c Leadership styles Democratic

- Take a collaborative approach.
- Solicit feedback and input to make decisions.
- Listen to a range of opinions.
- Two-heads are better than one philosophy.
- Test ideas with followers.
- Delegate many decisions to followers.
- Decentralized power and authority.
- Allow followers freedom to make choices.
- Leader is still accountable for decisions.
- Low power distance.
- Gap of inequality is not emphasized.
- Approachable, make efforts to connect.
- Rely on relational influence.
- Trust their followers.

2.d Leadership Laissez-Faire

- Provide overall direction, deadlines, goals, and resources.
- Encourage followers to do it on their own.
- Hold fewer meetings and are less likely to check in.
- Do not observe directly very often.
- More likely to listen than give advice.
- Guidance is general.
- Do not micro-manage.
- Trust their followers to figure it out.

1,9

Country Club Management

9,9

Team Management

Middle of the road

5,5

1,1

Impoverished Management

9,1

Authority Compliance

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