

A low-angle, upward-looking photograph of several modern skyscrapers. The buildings are constructed with glass and steel, reflecting the warm, golden light of a setting or rising sun. The sky is a mix of blue and orange, with some wispy clouds. The perspective creates a sense of height and grandeur.

BUSINESS EXECUTIVES FROM THE 20TH AND 21ST CENTURIES WHO HAD A BIG INFLUENCE ON THE BUSINESS WORLD

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INTRODUCTION

- ✓ Managing and leading people in a company is a difficult task with many complexities and difficulties
- ✓ Leaders employ several approaches known as leadership styles to help their teams and organizations reach their objectives

BILL GATES

LEADERSHIP STYLE

- ❑ One of the most prominent and powerful people in the business and technology sectors Bill Gates
- ❑ Bill Gates' transformational leadership style is well-known
- ❑ He encouraged creativity and expansion within Microsoft and had a long-term vision for the business
- ❑ He urged employees to think creatively and problem-solve
- ❑ Key player in both the commercial and worldwide charity sectors





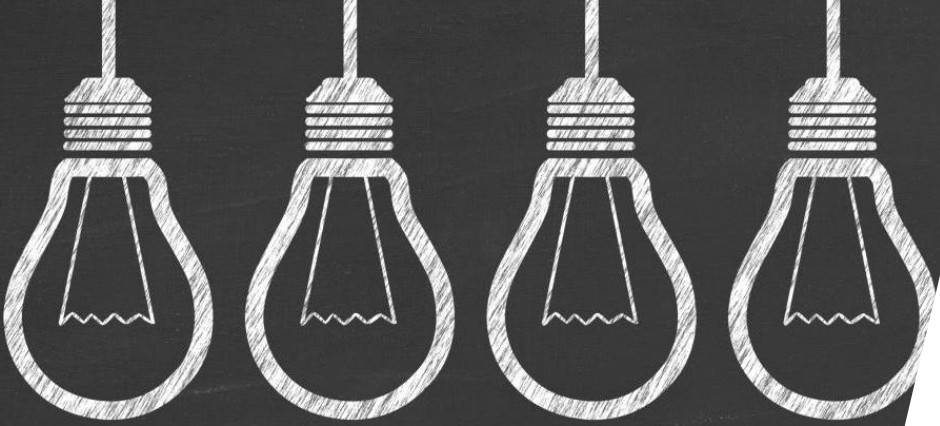
LEADERSHIP BEHAVIOR OF BILL GATES

- ❖ Visionary: When it came to technology in particular, Gates had a distinct vision of the future
- ❖ He was a key figure in forming the software industry and was able to see the potential of personal computers
- ❖ He was known for being demanding and establishing high standards for his staff
- ❖ He pushed his staff to produce outcomes and held them to a high standard

FOLLOWERS' APPEAL OF BILL GATES



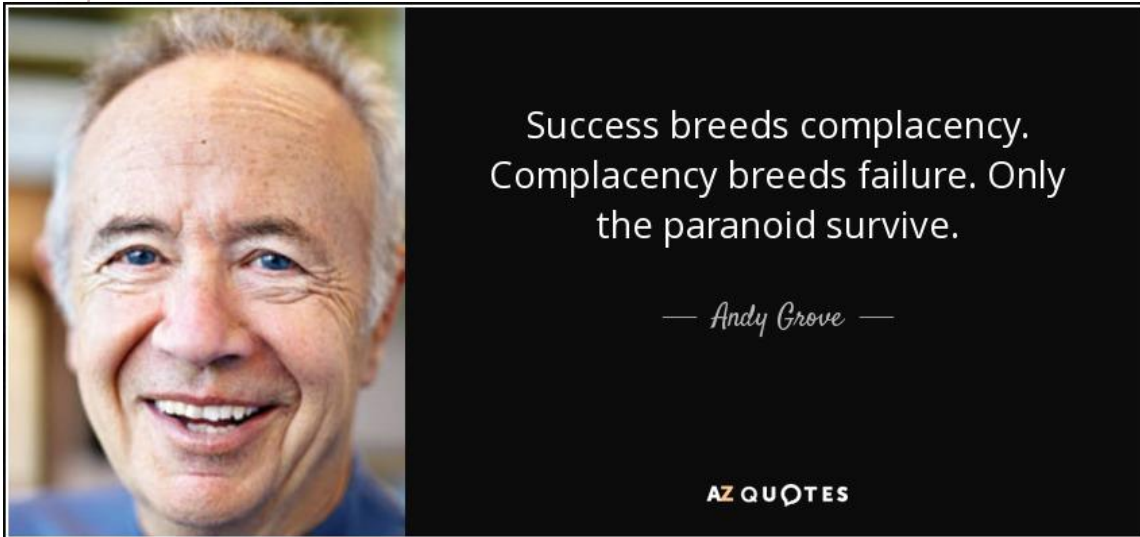
- Respected and Admired
- Gates' innovative leadership and contributions to the technology business gained him affection and respect from his followers and the broader tech community
- His dedication to invention and faith in the power of technology to transform the world inspired many Microsoft workers



ANDREW STEPHEN GROVE'S LEADERSHIP STYLE

- Andrew Grove has served as the third CEO from 1987- 98 in Intel Corporation.
- Andrew has adopted a transformational leadership approach because of his excellent staff relations.
- He has developed a managing style based on his personal management concepts belief.
- He encouraged the managers under him to motivate the employees to experiment with new techniques as well as prepare them for changes.

LEADERSHIP BEHAVIOR AND FOLLOWERS' APPEAL OF ANDREW GROVE



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In his opinion, it is important to change the strategies as per the needs of customers.

He has developed an environment where people share their concerns and ideas openly with their team members to improvise their tasks.

Leadership behavior of Grove was that he believed in behaving like a support leader for his group associates.

He demonstrated brave, sensitive, and composed leadership.

JOHN PIERPONT MORGAN'S LEADERSHIP STYLE AND BEHAVIOR

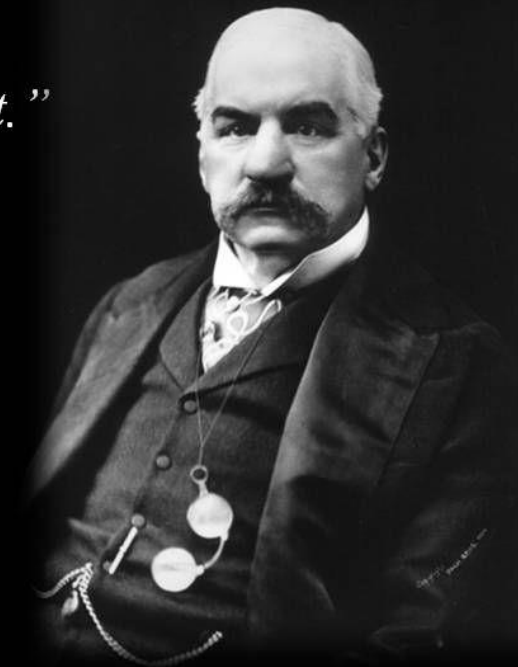
J P Morgan, is a prominent financier and industrialist of the late 19th and early 20th centuries. He is a pivotal figure in business and finance history.

TRANSFORMATIONAL LEADERSHIP	TRANSACTIONAL LEADERSHIP
He had vision, charisma, and the ability to inspire exceptional results	Managed risks effectively, demonstrated during the Panic of 1907
He formed U.S. Steel and General Electric, contributing to industrialization	His negotiation style, also called "Morganization", showcased strategic alliances and buyouts

FOLLOWERSHIP APPEAL AND LEGACY OF J P MORGAN

- ❑ Stability and reliability: Provided a sense of security during volatile times.
- ❑ Relationships: Developed unique relationships with followers.
- ❑ Political Influence: Consulted by presidents and policymakers. Showcased ability to inspire trust across business and political domains.

*“Gold is money.
Everything else is credit.”
- J.P. Morgan, 1912*



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WARREN BUFFETT

LEADERSHIP STYLE AND BEHAVIOUR

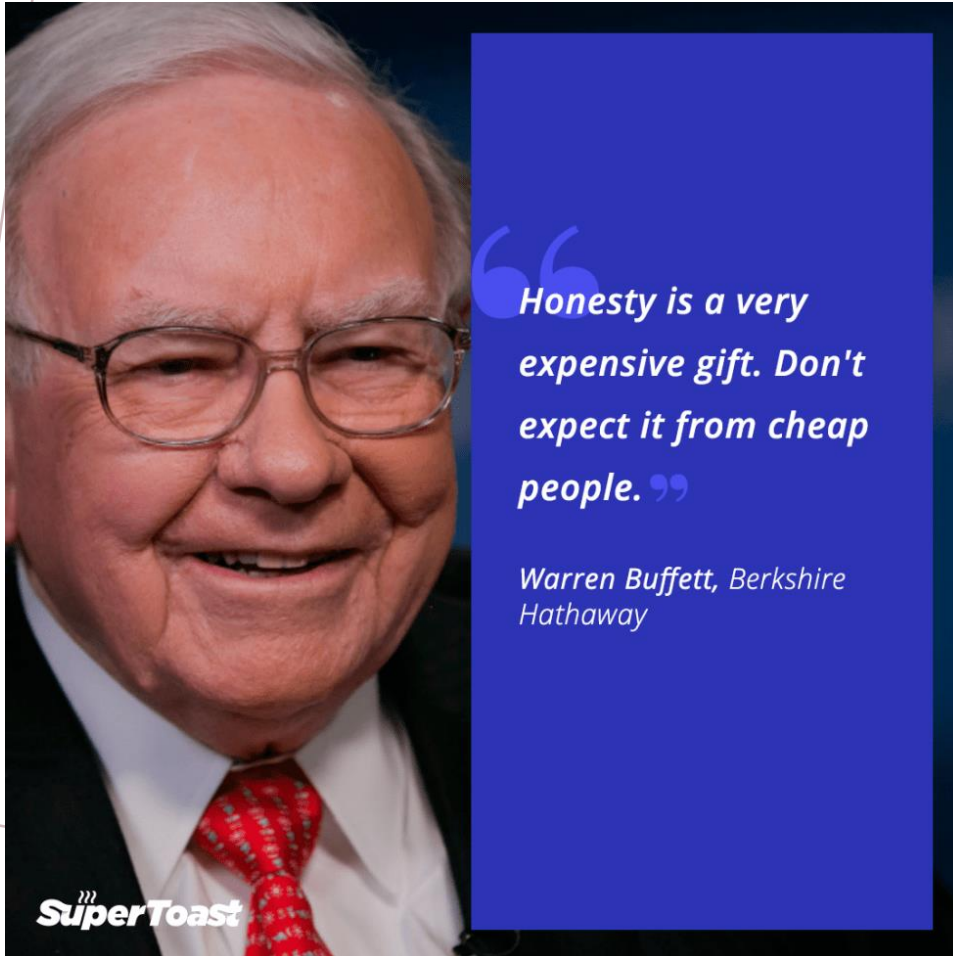
Warren Buffett, the "Oracle of Omaha" is known for his visionary leadership.

- Transformational: Buffett sets high expectations and emphasizes long-term vision.
- People-oriented: He valued interpersonal relationships and mentorship.
- Charismatic: Inspired with humility, wisdom, and self-initiative.
- Authentic: Grounded in core values, demonstrated through ethical decisions.

Example: American Express Acquisition

Quote: "I didn't know anything about credit cards [...], but what I did have was an intense interest and I was willing, when I saw something, I wanted to do, to do it" (Buffett, 1991).

FOLLOWERS' APPEAL OF WARREN BUFFETT



Warren Buffet tends to have a strong influence on his followers, creating a sense of loyalty, trust, and admiration through:

- ❖ Track Record: Consistent success in investing.
- ❖ Integrity: Reputation for ethical behavior and honesty.
- ❖ Simplicity: Ability to simplify complex financial concepts, making them accessible to everyone.
- ❖ Emotional Intelligence: Essential for crisis management and interpersonal relationships.

SIMILARITIES AND DIFFERENCES BETWEEN BILL GATES, ANDREW GROVE, J P MORGAN, AND WARREN BUFFETT

SIMILARITIES	DIFFERENCES
All these leaders were admired for having a clear vision of their respective industries and for setting high standards and expectations.	Styles of leadership differed. In the computing sector, Gates and Grove demonstrated transformational leadership, but in the banking sector, J.P. Morgan's forceful leadership was more prevalent. Buffett is an investor with a more patient and value-oriented approach.
Whether it was in technology (Gates), semiconductor manufacture (Grove), finance (J.P. Morgan), or investment (Buffett), they all shared a strong dedication to long-term success and value creation.	Fields of specialization varied. Gates and Grove are leaders in the technology field, J.P. Morgan is a financier, and Buffett is a successful investor.

LEADERSHIP THEORIES

SITUATIONAL LEADERSHIP



Paul Hersey and Ken Blanchard created leadership theory in the late 1960s and early 1970s.



The approach emphasizes the importance of leaders adapting their leadership style to their followers' willingness or maturity.



The fundamental idea is that there is not a single leadership style that works for everyone and that great leaders need to adapt their behaviors to the demands of their group.

SUMMARY

- The most successful leaders are those who display a wide range of well-balanced behaviors that are adapted to the situation and the followers they are leading
- Creating devoted, driven, and powerful teams is vital



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