

Leadership



Functions, Qualities and Styles of Leadership

Leadership is defined as the process of influencing and motivating others to achieve organizational goals

Following are the important functions of a leader:

- ❖ Setting goals
- ❖ Organizing
- ❖ Initiating action
- ❖ Co-ordination
- ❖ Direction and motivation
- ❖ Link between management and workers

Qualities of a Good Leader:

- Good personality
- Intelligence and technical knowledge
- Sound education and professional competence
- Initiatives and creative thinking
- Sense of purpose and responsibility
- Good understanding and sound judgement
- Communicating skills
- Social skills
- Knowledge of human relations
- Honesty and integrity of character
- Emotional stability
- Empathy

Styles of Leadership

1. Autocratic Leadership
2. Democratic Leadership
3. Laissez-Faire Leadership
4. Strategic Leadership
5. Transformational Leadership
6. Cross Cultural Leadership
7. Charismatic Leadership
8. Visionary Leadership

Autocratic Leadership:

In this, leaders make decisions without consulting the subordinates. Leader holds all authority and responsibility. He takes decisions, communicate them to subordinates and expect prompt implementation. Autocratic work environment does not have flexibility.

Example of autocratic leader

- One person has control over all of the workers or followers. Hitler is in complete control and no one is permitted to make any suggestions or offer any opinions, no matter how it may benefit the group.



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Laissez-Faire Leadership:

This leadership gives freedom and authority to employees. This style can be used when employees are knowledgeable, motivated, goal directed & independent.



Democratic Leadership:

In this, subordinates are involved in making decisions. The unique feature of this leadership is that communication is active upward and downward. This is the most preferred type of leadership. It involves fairness, competence, creativity, confidence, courage, intelligence & honesty.

