

LEADERSHIP

Nature of Leadership

- It is a personal quality
- It influences others
- It controls the behavior of others
- It is situational

Functions of Leadership

- To develop teamwork in the organization
- To act as an important change agent in the organization
- To balance the use of power
- To act as a representative of subordinates
- To be a counselor to employees
- To help employees to optimally utilize their time
- To help in achieving organizational effectiveness
- To enhance the level of motivation and morale of employees
- To inculcate human values in the organization
- To increase the level of commitment and loyalty of employees towards the organization

Leadership and Management

Managers

- A successful manager has to be a good leader.
- The term management is a wider term.
- A manager fits in an organized structure.
- A manager exercises different functions of people to achieve group goals.
- The authority of a manager stems from their skills, knowledge, and abilities.

Leaders

- A leader need not be a manager.
- Leadership is a narrow term.
- A leader may also be in an informal group.
- leader exercises influence on
- Management to achieve group goals.
- A leader earns their authority by virtue of their positional role, that is, it is delegated from the top.

Significance of Leadership

- It improves motivation and morale of employees
- It leads to higher performance
- It is an aid to authority
- It determines organizational success
- It helps to respond to change
- It inculcates values in the organization

Principles of Leadership

- Leaders must know themselves and continuously seek self-improvement
- Leaders must be technically proficient
- Leaders must seek responsibility and take responsibility for their actions
- Leaders must make sound and timely decisions
- Leaders must set an example
- Leaders must know people and think about their well-being
- Leaders must keep followers informed
- Leaders must develop a sense of responsibility in their followers
- Leader must create next in command for smooth succession

Leadership Styles

- Authoritarian or leader-centred or autocratic style
- Democratic or participative or consultative or group-centred style
- Laissez-faire style
- Paternalistic leadership

Leadership Attitudes

- Empathy
- Objectivity
- Self-awareness

Theories of Leadership

➤ Trait Theory

- Intellectual ability
- Initiative
- Imagination
- Maturity
- Desire to accept responsibility
- Self-confidence
- Flexibility and adaptability
- Objectivity and fairness
- Consideration

➤ Behavioural Theory

➤ Situational Theory of Leadership

➤ Great Man Theory of Leadership