

# Leadership



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# WHO IS A LEADER ?

"a person who influences a group of people towards the achievement of a goal".



# PERSON

*Is leadership a position of office or authority?*

Or,

*Is leadership an ability in the sense that he is a leader because he leads?*

NO.....

*A leader by its meaning is one who goes first and leads by example, so that others are motivated to follow him.*

*To be a leader, a person must have a deep-rooted commitment to the goal that he will strive to achieve it even if nobody follows him!*



# INTRODUCTION

Leadership is the ability to develop a vision that motivates others to move with a passion toward a common goal. So leadership is a process by which a person influences others to accomplish an objective and directs the organization in a way that makes it more cohesive and coherent.

# Definition

- leadership is the “process of social influence in which one person can enlist the aid and support of others in the accomplishment of a common task”.

***M Chemers.***

- "Leadership is ultimately about creating a way for people to contribute to making something extraordinary happen."

***Alan Keith.***

# Styles of leadership

The three major styles of leadership are (U.S. Army Handbook, 1973) :

Styles of Leadership



- Authoritarian or autocratic
- Participative or democratic
- Delegative or Free Reign

Autocratic – The authoritarian leader makes decisions alone as power is centralized in one person. Decisions are enforced using rewards and the fear of punishment. It is an abusive, unprofessional style called “**bossing people around.**”





Laissez-faire- The free-rein leader gives power to subordinates to make the decisions. However, the leader is still responsible for the decisions that are made. This is used when employees are able to analyze the situation. Deiligative style is generally not useful.



# Leader

- The person who leads or commands a group, organization or country.
- A person that holds a dominant or superior position within its field, and is able to exercise a high degree of control or influence over others.

# Leadership

- ❖ Is the art of getting someone else to do something you want done because he wants to do it.
- ❖ An effective leader is a person who does the following:
  - Creates an inspiring vision of the future.
  - Motivates and inspires people to engage with that vision.
  - Manages delivery of the vision.
  - Coaches and builds a team so that it is more effective at achieving the vision.

# Types of Leadership

1. Autocratic or Authoritarian
2. Democratic or Participative
3. Delegative or Free-Reign or Laissez-faire

# LEADERSHIP TRAITS

- Honesty
- Delegate
- Communication
- Confidence
- Commitment
- Positive Attitude
- Creativity
- Intuition
- Inspire
- Approach
- Awareness
- Decisiveness
- Empathy
- Accountability
- Maturity
- Loyalty
- Respect
- Emotional Stability
- Dominance
- Tough Mindedness
- Selflessness
- Duty & Determination
- Enthusiasm
- Compulsiveness
- Charisma



# Attitude

- ▶ a settled way of thinking or feeling about something.
- ▶ In Psychology- an attitude is an expression of favor or disfavor towards a person, place, thing or event.

# Assertive Attitude

- Assertiveness is an attitude and a way of acting in any situation where you need to
  1. Express your feelings
  2. Ask for what you want
  3. Say no to something you don't want
- Assertiveness is a way of acting that strikes a balance between the two extremes: aggressiveness and submissiveness

# Negotiation

- Negotiation is a method by which people settle differences. It is a process by which compromise or agreement is reached while avoiding argument and dispute.
- Process includes:
  - Preparation
  - Discussion
  - Clarification of goals
  - Negotiate towards a win-win outcome
  - Agreement
  - Implementation of course of action





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