

Leadership

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Learning objectives

By the end of this class, students shall be able

- Define leadership
- Describe different styles and attributes of leaders in their own cultural context.
- Differentiate between leadership and management.

What Is Leadership...Really?

- Complete this sentence: “A leader is...”

What’s your answer?

- Someone who’s in a formal position of power?
- Whoever’s ranked above you on the org chart?
- The person with the corner office and the higher salary?

- Those might be the traditional perceptions, but it’s important to recognize that *anybody can be a leader* . Yes, that means you, too.

*"Leadership is a function of knowing yourself, having a **vision** that is well communicated, **building trust** among colleagues, and **taking effective action** to realize your own leadership potential."*

Prof. Warren Bennis

Leadership is all about
influencing a group of people



Exercise

Name some leaders

Who are they?

What did they do?



Tomorrow's Doctor

- Outcome # 7
- applying their knowledge and skills in a competent and ethical manner and using their ability to provide leadership and to analyze complex and uncertain situations

Tomorrow's Doctor

- Outcome # 22d
- Demonstrate ability to build team capacity and positive working relationships and undertake various team roles including leadership and the ability to accept leadership by others.

Leadership Theory



Great Man Theories

- Leaders are exceptional people, born with innate qualities, destined to lead
- Term 'man' was intentional - concept was primarily male, military and Western

Trait Theories

- Research on traits or qualities associated with leadership are numerous
- Traits are hard to measure. For example, how do we measure honesty or integrity?



Trait Theory of Leadership

Successful leaders are more likely to be . . .

- **Ambitious**
- **Trustworthy**
- **Motivated**
- **Self-confident**
- **Knowledgeable**
- **Creative**



Microsoft Image

MyShared

Transformational Theory

- A transformational leader is one with the ability to change an imbedded organizational culture by creating a new vision.
- Leaders inspire individuals, develop trust, and encourage creativity and personal growth
- This goes beyond their own self-interests and an exchange of rewards or recognition for effort or loyalty.



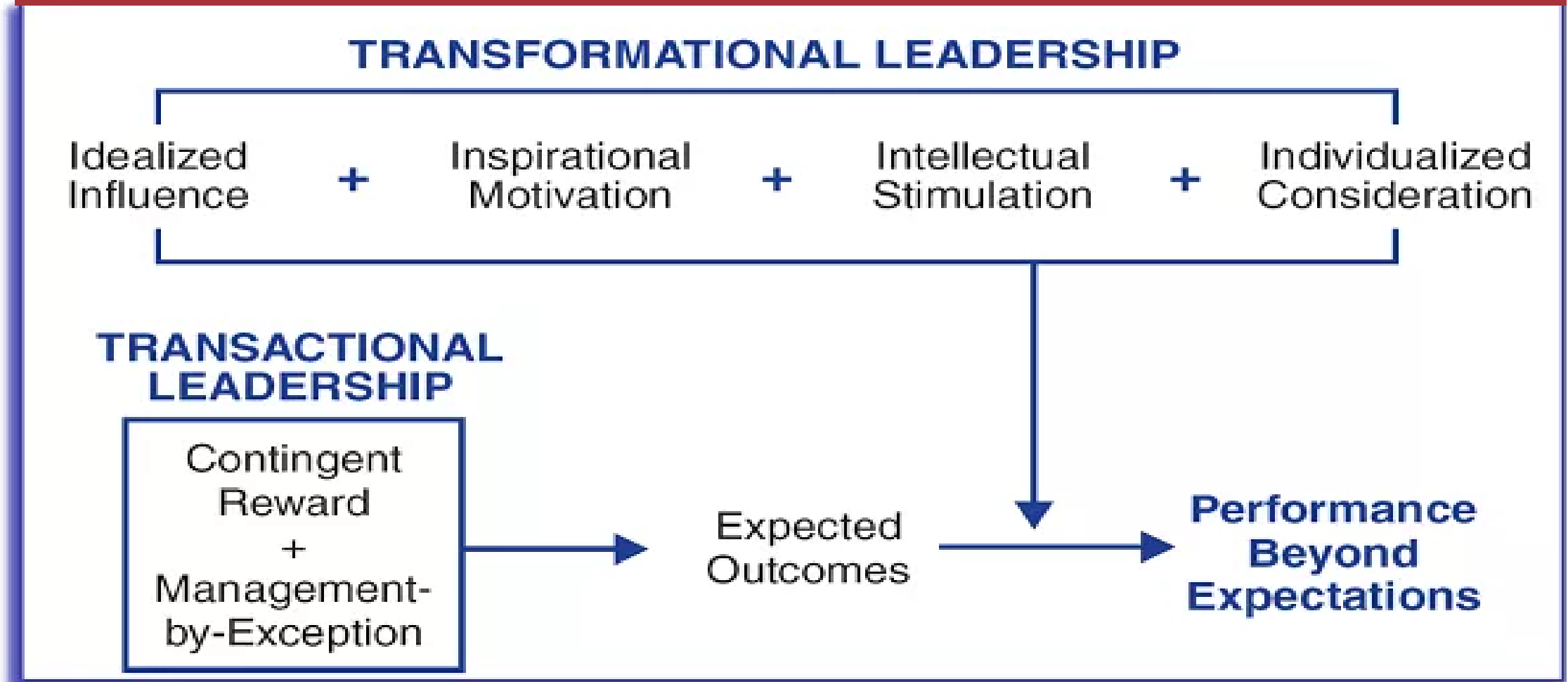
Transformational leadership theory



Transactional leadership (Exchange)

- Transactional leadership occurs when the leaders rewards or disciplines the follower based on the adequacy of the follower's performance

Leadership theories

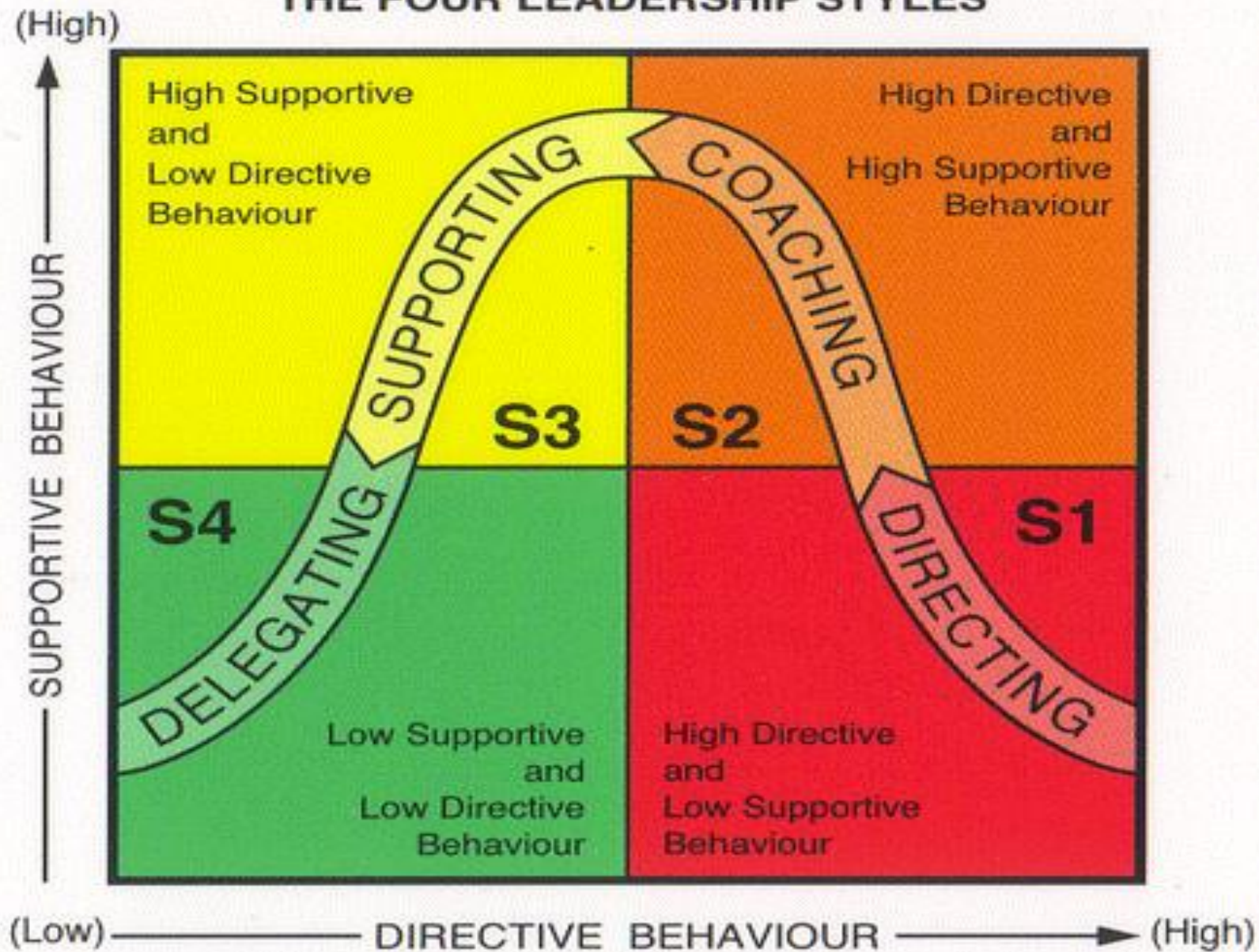


Situational leadership.

- Different leadership styles will differ in their effects in different situations.
- The situation, not traits or styles, determines whether a particular leader or style will be effective.
- The debate is over whether you change the leader or the situation.

SITUATIONAL LEADERSHIP[®] II

THE FOUR LEADERSHIP STYLES



Behaviourist Theories

- Leaders behaviour and actions, rather than their traits and skills e.g. production orientated or people orientated
- Different leadership behaviours categorised as 'leadership styles' e.g. autocratic, persuasive, consultative, democratic

Characteristics/attributes of effective leader

Attributes of a good leader



Take the challenges to grow



Take
calculated
risks



Adopt the leadership style that fits
you and your personality



Have courage at the time of
controversies



Accept their mistakes



Communicate frequently



Be approachable



Understand the situation and the fact



**Essential requisites of
leadership are**

Trust



Collaboration



Confidence



Competence



Competitive Spirit



**How do you define leadership
style?**

Types of Leadership Styles



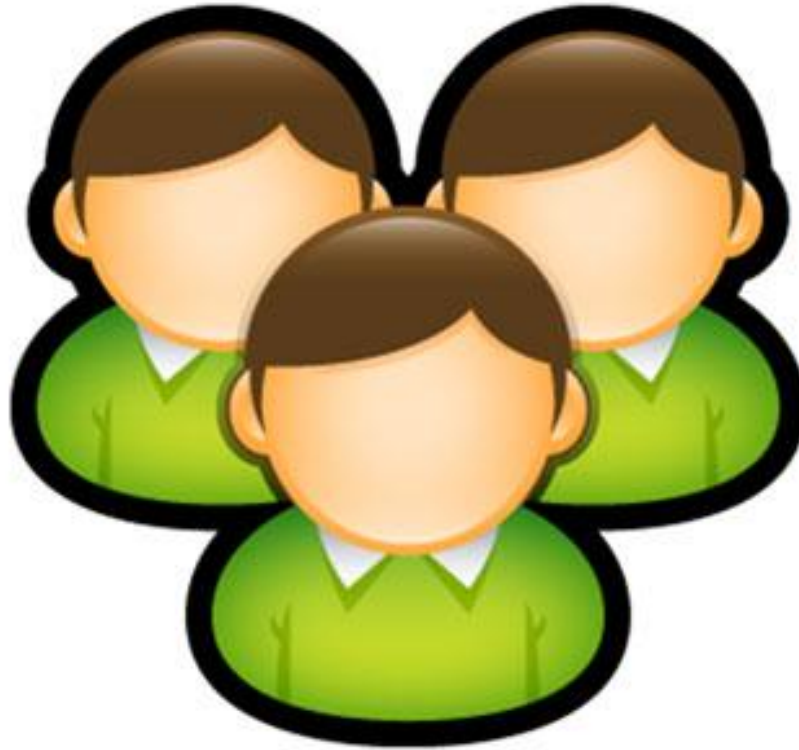
1. Democratic/ Participative Leadership Style



When to use Democratic Leadership Style?



Team Agreement is needed



Greater motivation and commitment

Leadership



Knowledgeable and skillful team members



Limitation of Democratic Leadership Style



It is a time consuming affair



2. Autocratic Leadership Style



When to use Autocratic
Leadership Style?



When quick decisions are needed



No need for others input



Team agreement is not
necessary



When high level of management control is needed



Limitations of Autocratic Leadership



Employees cannot question decisions



Little opportunity to give suggestions



3. Laissez-Faire/ Free Rein Leadership Style



When to use Laissez Faire/
Free Rein Style?



When the team is highly
capable



When team members are able
to analyze the situation



When close monitoring of a decision is not needed



When there is full trust and
confidence in the team
members



Limitations of Laissez Faire/ Free Rein Leadership Style



Not suitable for lesser
experienced employees



Lack of motivation



Poor productivity



What are the factors for selecting leadership style?



Objectives that need to be achieved



Followers



Situation



Apply the appropriate leadership style and techniques



Leadership style is the approach for providing the right way to the team members, implementing planning strategies and motivating people by including all the three leadership styles.

Scenario

You took over as team leader for a social work project. You assigned some tasks to your team members in pairs. One of your team member complains to you about the lack of interest and irresponsible behavior of her contemporary XYZ, which according to her is affecting overall performance of the team. You personally share a rough relationship with her and are also aware of her irresponsible behavior.

How would you handle the situation?

What is Management ???

- Is the process of using what you have
{ **RESOURCES** }, to do what you want to do {**GOALS**}

Management and Leadership

- Managers sustain and control organizations
- Leaders try to change them
- Managers follow an organization's present vision
- Leaders have vision and inspire others to follow it



Focus vs. Vision

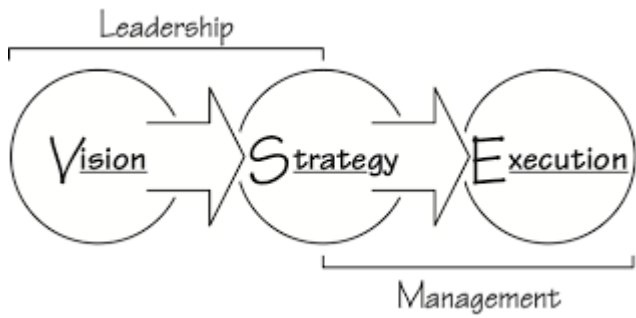
Focus of Management

- Do things right
- Enforce policies and rules
- Control results
- Foster stability

Vision of Leadership

- Do the right things
- Communicate vision
- Support people
- Engage in continuous improvement





Management <i>(structure)</i>		Leadership <i>(flexibility)</i>
A function	↔	A relationship
Planning	↔	Selecting talent
Budgeting	↔	Motivating
Evaluating	↔	Coaching
Facilitating	↔	Building trust

Take home Message



- *“Each of us contains the capacity to be a leader.”* (Warren Bennis)



Thanks for watching
you may chat now

