

Chapter 6 – Leadership

Leadership

Autocratic

Features

- Little trust
- Don't delegate
- make decision on their own
- Use intimidation
- use position to get their way

Advantages

- Decision are made quickly
- Good in emergency
- Task get done they way they want them
- Where discipline is important - Army

Disadvantages

- Work overload
- Demotivated staff
- Bad Industrial Relations

Democratic

Features

- Have trust
- Delegate Authority
- Discuss before making decisions
- Use reasonable arguments to persuade

Advantages

- Better Decision
- Less Stress
- Motivated Staff
- Promotes intrapreneurship

Disadvantages

- Slower Decision making
- poor decision being made

Laissez Faire

Features

- Have alot of trust
- Delegate power and responsibility
- Lets staff make decisions
- Listen before making decisions

Advantages

- Spedy Decisions
- Challenges Staff
- Promotes intrapreneurship

Disadvantages

- Inexpericence staff may not be able to handle the responsibility
- Lack of control may result in bad decision

Key Words

Autocratic - This type of leader does not like sharing their authority and prefer to make the decision themselves

Democratic - This type of leader is willing to discuss issue with staff and the delegate power and responsibility to them

Laissez- Fair - This leader gives employees general goals and target. They also give them the authority to achieve these in whatever way they think is necessary

Leadership - involve directing staff, setting a clear example of what is expected of others and Delegating work

Factors that influence the choice of leaderships style

- Instant/ quick decisions
- Type of employees
- Time -
- Skills of employees -
- Company Culture -
- Span of Control -

Delegation

This is assigning authority and power from a manager to a subordinate to do a specific task. The accountable is also passed

Benefits

1. Manger has more time to concentrate on important tasks
2. Higher standards
3. Increases motivation
4. improve managers work life balance
5. Less stress