

Examrace

Competitive Exams: Write Shorts Notes on Organizational Behavior Styles of Leadership

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Organizational Behavior: Leadership and Its Styles

The successful organization has one major common attribute that sets them apart from unsuccessful organization: Dynamic and effective leadership. Leadership is a learned behavior. Rarely is one born with the ability to lead. Even charisma is learned. Though many may dream of a leadership role, it is often dismissed as “impossible.” We often think of leaders as a single personality type, “born to lead.” But in reality all that leaders have in common are the initiative and the desire. There is no one leadership personality. Leaders are forged from all types. Leadership is the ability to get people to follow. Leadership is more than getting people to do what is asked. A good leader motivates people to want to do what is asked. A leader must provide a clear vision, a direction. They must know where they are going and why. They must communicate that vision clearly and with a passion. The passion and logic of the vision must motivate the followers to make the vision their own. The significance of leadership also stems from the nature of human membership in the organizational settings. Keith Davis defines leadership as ability to persuade others to seek defined objectives enthusiastically. It is the human factor that binds people together and motives them towards goals. Leadership is one form of dominance, in which the followers more or less willingly accept direction and control by another person. Leadership is practiced by leadership style. Which is the total pattern of leaders ' it represents their philosophy, skills, and attitude. Leadership style is the manner and approach of providing direction, implementing plans, and motivating people.

This type is used when the leader tells her employees what she wants done and how she wants it done, without getting the advice of her people. Some of the appropriate conditions to use it, when you have all the information to solve the problem, you are short on time, and your employees are well motivated. Some people think that this style includes yelling, using demeaning language, and leading by threats and abuse of power. This is not the authoritarian style ... It is an abusive, unprofessional style of leadership. However, if you have the time and you want to gain more commitment and motivation from your employee, then you should use the participative style. Participative (democratic)

This type of style involves the leader including one or more employees in on the decision making process (determining what to do and how to do it) . However, the leader maintains the final decision making authority. Using this style is not a sign of weakness; it is a sign of strength that your employees will respect. This is normally used when you have some of the information, and your employees have some of the information. This allows

them to become part of the team and allows you to make a better decision. Delegative (free reign)

In this style, the leader allows the employees to make the decision. However, the leader is still responsible for the decisions that are made. This is used when employees are able to analyze the situation and determine what needs to be done and how to do it. You cannot do everything! You must set priorities and delegate certain tasks

There are three different styles of leadership:

1. Authoritarian (autocratic)
2. Participative (democratic)
3. Delegative (free reign) Although most leaders use all three styles, one of them becomes the dominate one. Authoritarian (autocratic)

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