

Leadership--I

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Leadership

Leadership is the process of influencing the activities of a person or persons towards the attainment of certain goals

Koontz and O'Donnell: "Leadership is the ability of a manager to induce subordinates to work with zeal and confidence"

Afford and Beaty: "It is the ability to secure desirable actions from a group of followers voluntarily, without the use of coercion."

What Is Leadership?



- ▶ Leadership
 - The ability to influence a group toward the achievement of goals
- ▶ Management
 - Use of authority inherent in designated formal rank to obtain compliance from organizational members
- ▶ Both are necessary for organizational success

Manager Vs Leader

- ▶ Administers
- ▶ A copy
- ▶ Maintains
- ▶ Focuses on systems and structure.
- ▶ Relies on control.
- ▶ Short range
- ▶ Eyes on the bottom line.
- ▶ Imitates.
- ▶ Accept the status quo.
- ▶ Does things right.
- ▶ Innovates
- ▶ An original.
- ▶ Develops.
- ▶ Focuses on People.
- ▶ Inspires trust.
- ▶ Long range prespective.
- ▶ Eyes on the Horizon.
- ▶ Originates.
- ▶ Challenge the Status quo.
- ▶ Does the right things

Management consists of implementing the vision, strategy provided by leaders, coordinating and staffing the organization, and handling day-to-day problems.

Leadership behaviour depends upon

- ▶ Character of leader
- ▶ Character of the situation
- ▶ Character of follower

Types of leader (Weber)

- Traditional
- Charismatic
- Legal rational

Leadership styles

- ▶ Autocratic or Authoritarian
- ▶ Participative or Democratic
- ▶ Laissez Faire or Free Rein