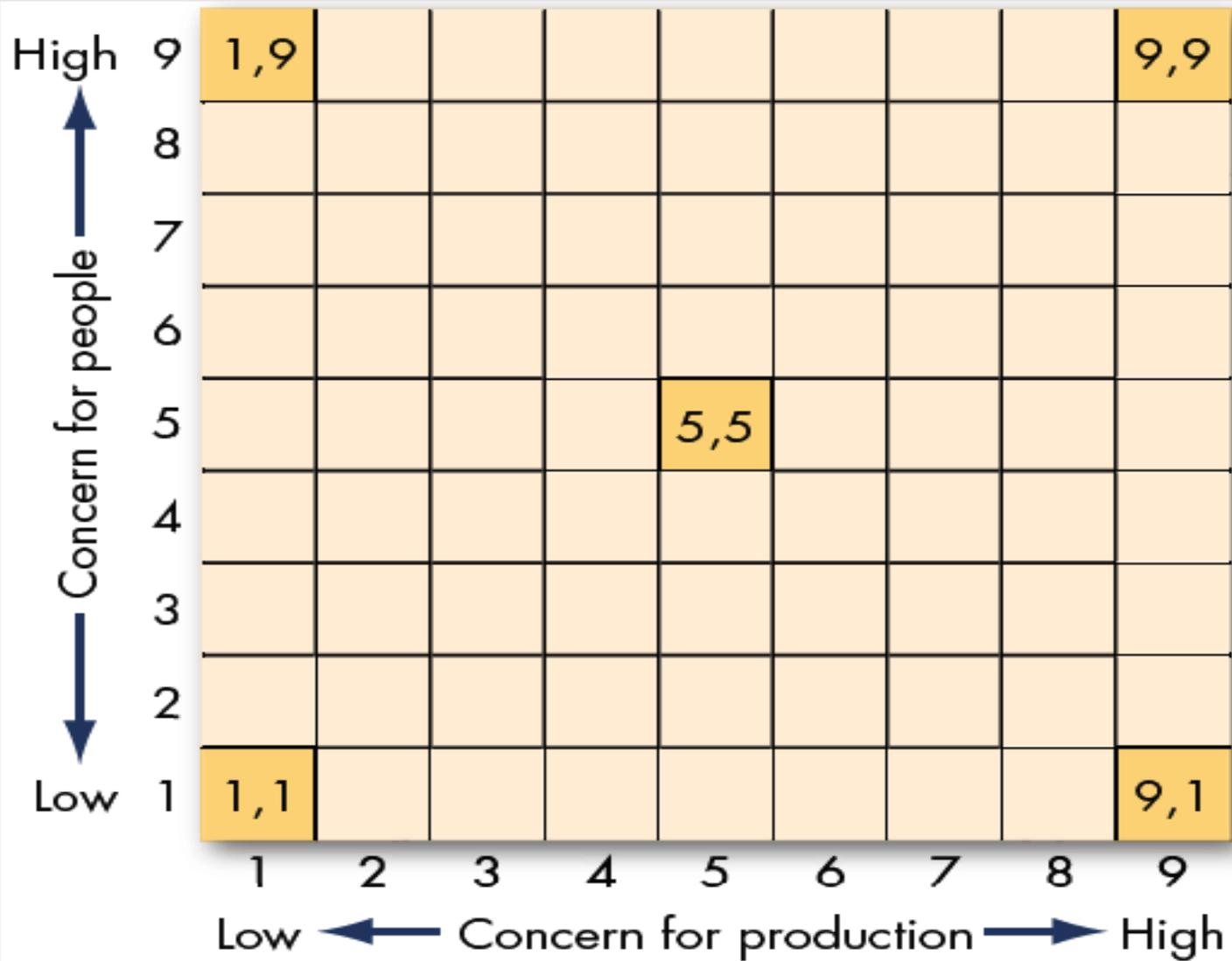




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Managerial Grid





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A graphical portrayal of a two dimensional view of leadership style was developed by **Blake and Mouton**.

Based on-1. **concern for production** and
2. **concern for people**.



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- 1. Task management (9,1)**
- 2. The country club management(1,9)**
- 3. The middle of the road management(5,5)**
- 4. The team management (9,9)**
- 5. The impoverished management (1,1)**



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The model is useful to managers in as much as it helps them identify their current styles and develop the most desirable style.



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Contingency Theories of Leadership

While trait and behavior theories do help us understand leadership, an important component is missing: **the environment in which the leader exists.**

The success of leadership depends upon the situation in which the leader operates.



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Fred E. Fiedler-

(a) his motivational style and

(b) the favorableness of the situation.



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The situation favourability is determined by

- (a) leader-member relations
- (b) task structure and
- (c) position power.



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The most favourable situation for leaders to influence their group is one in which they are well liked by the members, the task performed is highly structured and the leader has enough power in the organization.

On the other hand, the most unfavourable situation is one in which they are disliked, the task is highly unstructured and little power is attached in the organization.