

# LEADERSHIP STYLE

**Prajapati jalpa D.**  
**M.com,sem:1**

**LEADERSHIP STYLE**

**LAISSEZ – FAIRE**

**LEADERSHIP**

**STYLE**



# Laissez-faire leadership style

## ▶ Introduction

- ▶ Laissez faire is a **french phrase** which means “let do”.
- This was first described by **kurt lewin, lippitt, and white in 1939**.
- This style also known as **free-rein** leadership.
- Sometimes described as a “**hands off**” leadership style



# Laissez-faire Leadership

- ▶ The laissez faire leadership style is where all the **rights and power to make decisions** is fully given to the worker.
- ▶ Laissez faire leaders allow followers to have **complete freedom** to make decisions concerning the completion of their work.
- ▶ It allows **followers a self rule** ,while at the same time offering guidance and support when requested.

## Laissez-faire leadership style

- ▶ All authority or power given to the staff and they determined **goals, make decision, and resolve problems** on their own.
- ▶ Employees have the **relevant knowledge, skills** and training in order to make these decisions.
- ▶ **Managers trust** the ability of employees to make right decisions on their own.



# Laissez-faire Leadership

❖ This is an effective style to use when:

1. Followers are **highly skilled, experienced,** and **educated**.
2. Followers have pride in their work and the drive to do it successfully on their own.
3. **Outside experts**, such as staff specialists or consultant are being used.
4. Followers are **trustworthy** and experienced.

## This style should not be used when,

- Members are **not motivated and skilled**
- **Decisions** taken can be **wrong**
- **Lack of guidance** by the leaders
- Members can get less concerned for work as the leader is not involved enough
- Leaders may **avoid personal responsibility** and blame members for wrongly taken decisions
- seen as **least satisfying** and least effective style



# Merits And Demerits of Laissez Faire Leadership

## □ Merits

1. Greater job satisfaction
2. Maximum possible scope
3. Positive motivation
4. Utilization of employees potentiality
5. Encourage personal development

## □ Demerit

1. Ignoring the leaders
2. Lack of guidance
3. Unsuitable for less competent



- Organization or departments that require,

- Innovative employees and

- Where creativity is important.

- **Examples includes,**

- ✓ Research and development department,

- ✓ Software companies,

- ✓ Design department,

- ✓ Beauty salons might be another types of company where this style of leadership works best.

# Laissez-Fair leaders

- Steve Jobs, CEO of Apple



- Queen Victoria of England

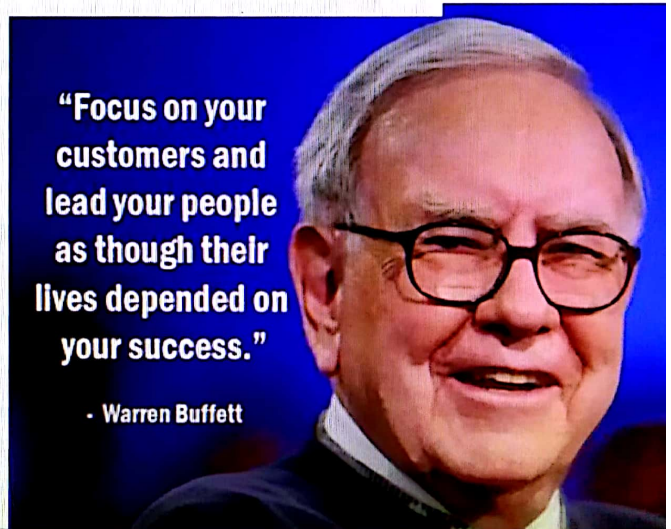


Mahatma Gandhi was a laissez-faire leader. Gandhi believed that people should lead by example and be the

change that they wish to see in the world so that others can follow.

**"Focus on your customers and lead your people as though their lives depended on your success."**

**- Warren Buffett**







THANK YOU