



*Business management*

*Chap : 3 leading*

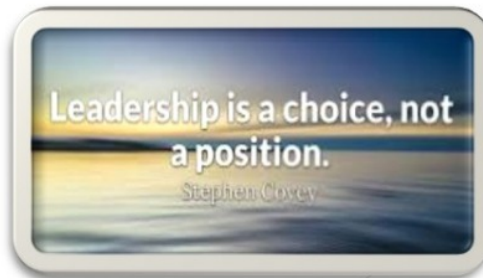
*M.Com sem1*

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# *What is leadership*

It is the process of influencing the behaviour of people at work towards the achievement of organisational goal.



## What is leadership style

*The behaviour pattern of an individual who attempts to influence other*

According to research By asaecenter, leadership style is the way a person uses power to lead Other people



*The most appropriate leadership style depends on the function of leader, the followers and situation*

## *Leadership style*

The specific situation helps. Determine the most effective style of interactions. sometime leader must handle problems that require immediate solutions without consulting followers.



## Leadership style

Leadership is influence "if you want happy and productive workers, satisfied customers, and better sales, you have to start with assessing your leadership style.



## *Type of leadership style*

► There are 12 type of leadership style. Are as under

1. Autocratic leadership
2. Democratic Leadership
3. Strategic Leadership
4. Transformational Leadership
5. Team Leadership
6. cross-Cultural Leadership
7. Facilitative Leadership
8. Laissez-faire Leadership
9. Transactional Leadership
10. Coaching Leadership
11. Charismatic Leadership
12. Visionary Leadership

**Transformational leadership**

**Team leadership**



## *Transformational leadership style*

- ▶ History
- ▶ Meaning
- ▶ A- process
- ▶ 4 I's of T.L .
- ▶ Advantages
- ▶ Dis advantages
- ▶ Stage of transformation leadership
- ▶ Examples of transformation leadership



## Transformational leadership style

### History

*The term "transformational leadership" was coined by sociologist James V. Downton in 1973.*



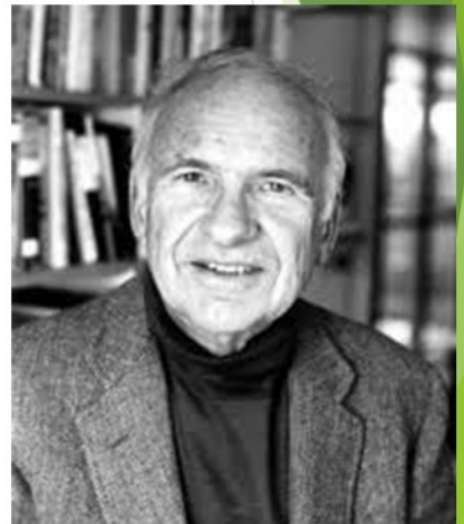
*Leadership expert James Burns defined transformational leaders as those who seek to change existing thoughts, techniques and goals for better results and the greater good. Burns also described transformational leadership as those who focus on the essential need of the followers.*





# History of transformational leadership

- ▶ The Story of transformational leadership starts with **James MacGregor Burns**, but Bass move it on in substantial way and with a more forensic academic approach whilst burn was more focused on its efficiency.
- ▶ *James McGregor Burns in his book 'Leadership' in 1978 formally introduced the concept of Transformational Leadership. Transformational Leadership always existed from time immemorial Millions of leaders have come and gone, leading their own teams however big or small they were.*



## *History of transformational leadership*

In the late Bass read and reviewed Leadership by James MacGregor Burns (1978), in which Burns introduced the concept of transformational leadership. Bass put these ideas together with his experience of meeting someone who had worked for a leader that had motivated him to perform beyond expectations' and started to work on transformational leadership. In 1985, he published Leadership and Performance Beyond Expectations and this was followed by a string of other books on the topic of leadership.



# Transformational leadership

## Meaning

*Transformational Leadership is a leadership style where one or more persons engage with others in such a way that leaders and followers raise one another to higher levels of motivation and morality.*



## Transformational Leadership - A Process -

- ✓ Process that changes and transforms
- ✓ Process that is concerned with the Emotions, Values, Standards, Ethics, and Long Term Goals
- ✓ A transformational leader motivates followers to accomplish more than what is usually expected
- ✓ The sum becomes more powerful than its parts

*None of us is as good as all of us!!!!*

## *4I's of transformational leadership style*





## Stage of transformational leadership





# Advantage and limitation of transformational leadership

- ▶ Advantage of transformational leadership
- ▶ *Implementing change*
- ▶ *Focus on the followers too*
- ▶ *Emphasiss on followers' need,value,and morals*
- ▶ *Enthusiastic work atmosphere*
- ▶ *Higher output and efficiency*
- ▶ *Develops future leaders*
- ▶ *People will work for leader even if monetary compensation is less.*



## ***Disadvantage of transformational leadership***

- ▶ Lack of conceptual clarity
- ▶ Validity of MLQ questionable
- ▶ Fixed trait or malleable Stat
- ▶ Totally depends on ability of leader
- ▶ Leaders might lack the required characteristics.



# Examples of famous transformational leadership



A leader is useless when he acts against the promptings of his own conscience.

— Mahatma Gandhi —



Education is the most powerful weapon which you can use to change the world.

— Nelson Mandela



Management is about persuading people to do things they do not want to do, while leadership is about inspiring people to do things they never thought they could.

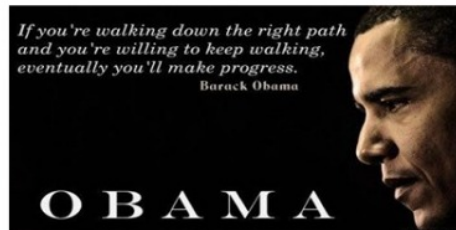
— Steve Jobs —

AZ QUOTES



If you want something new, you have to stop doing something old.

PETER DRUCKER



If you're walking down the right path and you're willing to keep walking, eventually you'll make progress.

Barack Obama

O B A M A

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### *Team leadership style*

- ▶ Meaning
- ▶ Skill needed for strong team leadership
- ▶ Advantage of team leadership
- ▶ Disadvantages of team leadership
- ▶ Quotes of leadership



# **Team leadership style**

## **Meaning**

### **Group**

Two or more members with a clear leader who perform independent jobs with individual accountability evaluation and rewards.



### **Team**

A small number of members with shared leadership who perform independent job with both individual and group accountability, evaluation and rewards.





## Team leadership style

- ▶ Meaning of team leadership.
- ▶ A team leader is someone who provides guidance, instruction, direction and leadership to a group of individuals (the team) for the purpose of achieving a key result or group of aligned result."
- ▶ A team leader's belief is that the whole is greater than the sum of it's parts.



Team leadership is the management of a group of people working towards a common goal.  
....even if it's INTERGALATIC CONQUEST!!!





### 7 skill needed for team leadership

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## *Advantage of team leadership*

- ▶ Synergy
- ▶ Avoidance of major errors
- ▶ Faster, better decisions
- ▶ Continuous improvement
- ▶ Innovation
- ▶ Self-motivation
- ▶ Greater job satisfaction
- ▶ Need fulfillment



## **Disadvantage of team leadership**

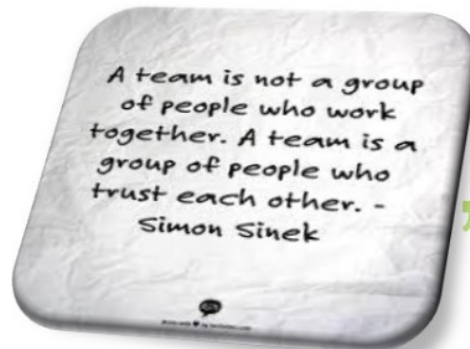
- ▶ Pressure to conform to group standards of performance and conduct
- ▶ Resistance to the team effort from impinging on autonomy
- ▶ Group think
- ▶ Intergroup conflicts
- ▶ High level pressure and stress



# Quotes of leadership

*A leader is one who knows the way, goes the way, and shows the way.*

John C. Maxwell



Vora krishna D.

M.Com sem 1

S.D.school of commerce.

Gujarat University.

Reference: Wikipedia , SlideShare

*Thank  
you*

