Leadership styles

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Abstract: There is a difference between the leaders and managers yet they are mostly considered as same. However, a number of researchers have performed their research to explain the difference between leadership and management. This difference is explained in terms of the leadership theories and styles. The autocratic, Laissez-Faire, participative leadership and a few other leadership styles explain the difference between the good leader and the mangers.

Keywords: leader, Style, leadership, Teacher, Environment, Business

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1. Introduction

Leadership and management although different, go hand in hand to conduct daily organizational activities.

A leader or mentor assumes the role of a catalyst in the organization's daily execution of tasks. They cans stir radical changes from the executive heads to the most subordinate levels and can influence the organizational culture as a whole. There are different types of leadership style effects.

A flexible working is an easy way to comfortably work from wherever and however. It does not only involve working from home especially businesses require a prompt response from employees. This creates a better working, solid infrastructure, more profitable production as well as increased clientele satisfaction. Projects and new pacts need not to wait for physical presence but can be readily acceded to by flexible working practice. (Wellington. 2011)

2. Leadership Types:

2.1 Self-Leadership:

The leadership strategy helps the leader in creating a paradigm for self-improvement. He should try an introvert approach to search for weaknesses and strengths before employing himself in leading the organization. He should not only be aware but should also try to administer the lacking qualities in himself; influence and persuade people towards efficient tasking. This can be done by different ways of leadership.

2.2 Autocratic Style demarcates clearly the labor and the owner zones. The leader decides and the team follows. No one has a say in the decision making process. The boundaries are lined, policies are formulated and subordinates are made to follow. This does not create a healthy environment and removes the decision making capacities from the employees. It has been proved that many such decisions are not fruitful.

2.3 Participative leadership involves the abilities of employees rather it utilizes their decisive powers to finalize a pact. This inculcates a strong sense of self-worth among the employees as they start to strife in order to come in the company's good books. A healthy competitive environment is created henceforth.

2.4 Corporate Culture effect underlines the ethical and morality based guidelines where every employee works to please the supervisor. This creates a comfortable environment over time as every employee has all the opportunity to prove his worth.

2.5 Laissez-Faire style of working employs managers as superficial control but the employees are in charge of their own work, they have the power to decide and outshine. They can welcome every opportunity that comes their way to expand their career.

2.6 Management by Walking Around

style of working requires the superiors to keep in touch with the employees and to take note of every action. They not only supervise but also teach their subordinates (Glanz. 2002)

3. Conclusion:

Worker satisfaction surveys should be regularly conducted and should be composed in a crafty manner in order to obtain access to various critical points that are suspicious to the overall welfare of the company.

Incentives and bonuses should be highlighted more often and exemplified. Honor employees should be highlighted to keep the general morale high and keep alive the sense of achievement among the workers.

The people management strategy is unique to every company and in accordance with its organizational culture, policies, labor potential and financial solidarity. The endeavor should be towards success by keeping pace with the subordinate units, making sure of their satisfaction and morale level. If the compartmentalized units are healthy then the overall company or business thrives and if the units are deteriorating with hidden grievances and regrets then everything is in eternal jeopardy as the labor cannot be removed without collapsing the structure and new labor cannot be hired without proper recruitment and assurances. Therefore care should be taken in order to meet the level of satisfaction.

References

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