

Understanding leadership styles

[Business](#), [Leadership](#)



Understanding leadership styles within an organisation Set out here the various leadership styles ie Alimo Metcalfe The engaging leadership model. Also add a few more . The set the scene for LBE Ethos for leadership. Followed by my own style of management and what impact that has on the team. This assignment will firstly address the meaning of leadership, followed The Leadership role is said to be “ the manner and approach of providing direction, implementing plans and motivating people” (Us Army handbook 1973 Military Leadership) There are said to be three styles of leadership, 1, Authoritarian or Autocratic , Participative or democratic 3, Delegative or free reign Good leaders are said to use all three styles of leadership, with one being more dominant than the others. Leaders that tend not to be good at their role tend to use only one style. Authoritarian This style is used when the leader tells an employee what she/he wants done and how of this method is when you have all the information to solve the problem but there is little time and the employees are well motivated.

This style should only be used on rare occasions. This can be used if staff needs to be instructed to complete a piece of work. Participative This leadership style involves the leader and one or more employee, in the decision making. However it is the leader that makes the final decision. This method is used when the leader has part of the information and the employees have the other. The leader does not have to know everything; hence the employee being a knowledgeable and skilful employee could assist the leader.

Using this style is of a mutual benefit, as it allows the employee to feel part of a team and allows the leader to make better decisions. This style of

managing is useful if you wish the staff to be involved in the decision making and allows the staff to be part of the team. It also enables the managers to utilise the skills, experience and expertise within the team. Delegation In this style the leader allows the employee to make the decision. The leader however remains responsible for the decisions that are made.

This method can be used when the employees are able to analyse the situation and decides what is to be done and how to do it, it allows for the leader to set priorities and delegate certain tasks. This should be used when there is full trust and confidence in the employee. The factors that influence the style to be used are: * How much time is available * Are relationships based on respect and trust or on disrespect and mistrust. * Who has the information * How well employees are trained and how well they know the task. * Internal conflicts Stress levels * Type of task i. e. structured, unstructured, complicated, or simple. * Laws or established procedures. In using this style of managing is what you would want to have within your team, but this would be dependant on the member of staff, their skills, experience and whether they can be trusted to carry out their task. The London Borough of Enfield has devised a document called the " Councils Leadership Competencies Framework, which describes the competencies and levels that they want their leaders to aspire to.

The framework has been developed to reflect the council's ethos and the major changes that are to take place within the council, with a shrinking budget and resources and an ever more rising demands on our services. The model that the council promotes is one that gives leaders the opportunity to analyse their leadership roles and responsibility. The London Borough of

Enfield has thirteen competencies within the framework. These are arranged in four clusters, Personal Resources, Core Behaviours, Leadership and Technical and Professionals Skills. There is an expectation that as managers we will adopt this style of leadership. Views a