

Developing appropriate leadership styles case study sample

[Business](#), [Management](#)



Management covers the coordination of all the skills and abilities as well as efforts of all the skilled and unskilled personnel in order to accomplish the objectives and goals using the available resources both effectively and efficiently. Leadership on the other hand can be described as the process through which can acquire the support of others in performing a common task for their benefit. For effective and admirable performance of an organization, then the management should be at its perfect shape to lead their subordinates and colleagues to success. The leaders are to develop effective skills that include honesty, optimism, confidence and the ability to encourage and inspire others. In many cases, the managers who are the typical leaders in an organization depict varying styles of management and leadership styles that are effective depending on the scenario being applied. According to Fayol, there are five key functions that are involved in management. Planning involves a number of activities draws on the unity, flexibility as well as the precision of the organization's resources in order to draw plans for the strategic actions for success. Organizing involves the provision of the required materials to initiate including money, personnel as well as the raw materials that are needed daily. Commanding on the other hand involves the manager to extract the return from the employees in order to benefit the enterprise in terms of performance of their duties (Tripathi and Reddy, 2008). Moreover, the third step is coordinating, which is the actual harmonizing of consequential activities and the resources including personnel in order to enhance productivity. Controlling is the final step is the final step where the process involves the identification and removal of errors and weaknesses through the feedback as well as modifying the activities

involved like planning, together with instructions.

First and foremost, the major difference is the fact that management implies how the goals and objectives are attained but leadership is more of influencing people into doing a common task that would in the end benefit them. In absolute terms, management is more likely to be of transactional, encouragements and even coordination unlike leadership is an emotional appeal which focuses primarily on the developed relationship between the leaders and the followers. The major similarity however, involves the fact that both the leaders and managers aim at giving the directions to others to follow (Martin, 2005). There are three unique styles for leadership, namely autocratic, democratic and laissez-faire. Autocratic leadership involves the manager giving direct instructions to the staff in what they are supposed to do. Democratic leadership involves the managers allowing the participation of his or her subordinates in decision-making process and at times consults the views and opinions of the staff before deciding on a situation (Pierro, Raven, Amato & Bélanger, 2013).

The third type of leadership is laissez-faire which involves allowing the staff to make their own decision. Leadership and management will be of a narrow separation but then leaders are managers in many cases but not the other way around. For a leadership style to be of significance upon a group of individuals, then the individual should possess gross skills. Also leadership style involves finally a hands-off approach where the staff is allowed to make their own decisions (Mosley & Pietri, 2010). The leadership styles therefore are quite appropriate for the situation named even though their complete usage was of the managers' choice always.

References

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