

# Leadership outline

[Business](#)



Leadership in an organization Leadership affects a company from different perspectives, such as productivity, motivation, decisions' making and product branding to its customer. In this paper, I will expound on a wide range of major types of leadership styles, the characteristics of a successful leader, the effects that a good leader has on others, and how to become a good leader.

The three main type of leadership styles are Participative Leadership, Autocratic Leadership and Laissez Faire Leadership.

#### a. Participative Leadership

This approach of leadership entails the leader involving several employees in the making decisions whenever a decision is made to determine the way on various landmark organization decision regarding its operations and strategies. However, the leader still has the ultimate power in the decision making process.

#### b. Autocratic Leadership

In this type of leadership, the leaders delegate to their employees on what they want done and how they want it implemented, but they do not consider the opinion of the employees in the decision making process. This approach of leadership is employed in cases when the forerunner has all the material to solve the problems or rather challenges facing an organization. In addition, the approach is mainly used on a short time basis and in cases where the employees are highly motivated.

#### c. Laissez Faire Leadership

This mode of leadership is used in cases whereby the manager provides little or no guidance and gives employees as much liberty as possible. The

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employees are fully involved in the affairs of the organization as well as the final decision making.

The entire authority or power is given to the employees and they are responsible for determining goals, making decisions, and resolving problems on their own with regards to organization's operations.

d. Characteristics of successful leader

1. The characteristics of a successful leader are responsibility, understanding nature, and harmonious co-existence with followership.

a. Responsibility

Source: responsible leadership. (n. d.). Financial Time .

b. Understanding nature

Source: Sharon L. Richmond, P. F. (June 28, 2004). What Makes a Successful Leader.

c. Co-existence with followership

Source: Sharon L. Richmond, P. F. (June 28, 2004). What Makes a Successful Leader.

2. The effects that a good leader has on others:

a. Increased productivity.

Source: RathTom. (2004). The Impact of Positive Leadership. Gallup Business Journal .

b. Increased motivation

Source: Shadare Oluseyi . A T. AyoHammed,. (2009). Influence of Work Motivation, Leadership Effectiveness . European Journal of Economics, Finance and Administrative Sciences.

c. Increased employee retention

Source: NelsonLauren. The Effect of Good Leadership. eHome.

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The effects that a poor leader has on others:

a. Physical Effects

Source: TownsendJoellyn, PhillipsS. James, & ElkinsJ. Teri. (Oct 2000).

Employee retaliation: The neglected consequence of poor leader-member exchange relations. . Journal of Occupational Health Psychology.

b. Lack of Motivation

Source: Kenneth David Strang, (2005) " Examining effective and ineffective transformational project leadership", Team Performance Management, Vol. 11 Iss: 3/4, pp. 68 - 103

Conclusion: A leader can become a good leader by listening to employee what they really think, trusting others, and being flexible.