

Decision making styles critical thinkings example

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



Authoritative decision making style is where the manager decides the goals to be achieved by dictating all the policies and procedures to be followed. In this style of decision making the manager controls and offers directions on all the activities to be carried out without any consultations or participation from the subordinates. He has a clear vision of what he wants achieved and has the knowledge, resources and information to get there (Gonos and Gallo 2013). The manager solely makes the decisions because his employees are incapacitated to help, and he clearly lays down the expectations on each employee. This style is important where urgent decisions need to be made. Also, useful in improving performance of subordinates especially where there is the lack of information and directions. Example when there is a crisis the department head gives strict instructions that must be followed to return things to normal.

Delegation decision making style is where the manager assigns the full decision making authority to the subordinates (Gonos and Gallo 2013). In this style, the manager provides clear boundaries or criteria that the subordinate has to observe or keep in mind when making the decision. The manager has to ensure that the subordinate has the necessary authority, autonomy and skills needed to make effective and efficient decisions. A manager must have the willingness to learn and support the final decision or offer reasonable explanation for declining the decision if the style is to be efficiently used in future. The delegation style is useful where the manager trusts the subordinates with decision making, probably because it is their area of expertise or within their sphere of responsibility. The style is also useful where the manager wants to increase the contribution and

engagement of employees. Finally, the style is useful where the manager does not want to spend his time on that level of decision.

Work Cited.

- Gonos, J., Gallo, P. (2013). Model For Leadership Style Evaluation. Management Journal, 18(2), 157-168. Retrieved from [http://www. efst. hr/management/](http://www.efst.hr/management/)