

# The democratic and participative management styles

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



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Knowing how to manage a team is important in an organization as this creates the structure, movement and development of the group. It is important to develop an appropriate management style depending on the vision, goal and the environment of the organization. There is no perfect management style as different styles can be used in various situations. Most common management styles are autocratic, democratic, consultative and participative. In this paper, the discussion will revolve around the two almost similar approaches, consultative and participative.

The democratic and participative management style both focus on building trust and confidence from the employees. Both styles open the management's door for feedback, ideas and opinions. These styles allow the employees to feel that they are part of the organization not just the workers of the organization. Both styles encourage an open environment which creates better working relationships between the management and the employees. The differences between the two styles lie in the process of decision-making.

One of the most important events in an organization is the decision-making process with regard to the various projects and plans of the organization. It is through this process where the management can either develop the productivity of its people and build trust within the group or slow the process of improvement and create animosity or barriers between the management and the employees. When the employees feel that they are being involved in the decision-making process, they tend to give more feedback and ideas that may be beneficial for the management. It is in fact, the employees at the

bottom level who are doing most of the hands-on job of the organization. Allowing them to take part in the decision-making process gives them the idea that management is willing to listen to them and to consider them as important members of the organization not just robots that they command to do certain things.

In the consultative style, the management raises the issue with the employees and considers the employees' ideas and opinions regarding the issue. The employees become part of the decision-making process because the management opens its doors for feedback and opinions of the employees. This is the same for the participative management style. The difference lies in the final decision-making process. In the consultative style, the management takes responsibility and accountability of the final decision. The final decision may be influenced by the employees' feedback. With this, the management makes the employees feel they are involved in the decision-making process but they do not share the responsibility of the decision. The management is able to create an open environment, however, the downside of this style happens when the management's decision does not conform to the majority or minority of the group. This might create a feeling of rejection for those who gave ideas opposing the final decision as they have been open with their ideas in the first place. In the participative style, the management spreads the responsibility and accountability with the employees. The final decision is the consensus of the whole group rather than just the review and decision of the management group. This creates accountability for the whole group but this might slow down the decision-making process as the final decision is not reached unless there is a

consensus from the group.

With these styles, it is important to consider that one style might not work for a certain organization while the other might be better for another organization. These management styles can be used alternately considering the issue or the situation that arises. There should still be a balance between the management and developing the confidence of the entire group for the management.