

Leadership

Business



LEADERSHIP AND DECISION MAKING STYLES 2

__S1A__time__S2C__information__S4E__acceptance__S4E__capability

Leadership style: Consultative. Although they are receptive to change, I still need to make sure that they find the prospective changes reasonable, viable and will not bring too much pressure on their shoulders. That way, transitions will be made feasible while gradually improving productivity.

2. __S1A__time__S1A__information__S1A__acceptance__S1A__capability

Leadership style: Autocratic. In this case, an urgent need to lay off followers is needed to avoid further dropping of company's revenue. It needs a leadership that overrides emotional connection between the leader and the followers to avoid degeneration of the current circumstances.

3. __S3P__time__S2C__information__S2C__acceptance__S4E__capability

Leadership style: Consultative. This is a problem that is long overdue. In other words, it needs a very effective and promising solution. Being unsure about a solution needs further consultation from highly capable followers who possess expertise to assist you in making decisions.

4. __S3P__time__S2C__information__S3P__acceptance__S3P__capability

Leadership style: Participative. Although it is important to synchronize the working hours, I need to realize that my followers are very capable and love making decisions. If I insist my decision to impose 8 working hours, they might feel different about it and it may affect their performance at work. Seen this way, it is better to ask them what would be the best solution to the problem and consider all their opinions. That way, they would feel that their inputs are valued and at the end of the day, whatever decisions we may come up to, everyone is willing to follow it without compromising productivity.

5. __S2C__time__S2C__information__S2C__acceptance__S4E__capability

Leadership style: Consultative. As a leader, I am more aware of the working attitudes of my followers. Since I have plenty of time to decide, I can spend some of that time in gathering inputs from my followers since they are the ones who will directly be affected by my decision.

6. __S4E__time__S1A__information__S1A__acceptance__S4E__capability

LEADERSHIP AND DECISION MAKING STYLES 3

Leadership style: Autocratic. The success of the change relies on me. In other words, my decision is very critical. Considering that my followers are not interested in making routine decisions, I have to be the assertive decision-maker in the team.

7. __S1A__time__S1A__information__S1A__acceptance__S1A__capability

Leadership style: Autocratic. Looking at the situation, it is clear that it comes with time pressure. There is no sufficient time to discuss the situation with your followers since an immediate decision is needed. I think that autocratic leadership would salvage the job since my followers are both capable and cooperative anyway.

8. __S4E__time__S3P__information__S4E__acceptance__S4E__capability

Leadership style: Empowerment. This is a difficult case since you are dealing with work and emotions. Hence, it is best to provide a neutralizing factor that will not compromise the top management's decision, at the same time, will inspire your followers to appreciate the change and continue working. I still have 30 days to motivate them anyway.

9. __S2C__time__S3P__information__S3P__acceptance__S3P__capability

Leadership style: Participative. Given the fact that my followers are very experienced and most of them have been in the department longer than I

have, getting their inputs would most likely bring about sound results. Surely they have more knowledge about how the department behaves and adapts for change. On that basis, the input of everybody is critical and most likely effective.

10. __S2C__time__S2C__information__S2C__acceptance__S4E__capability

Leadership style: Consultative. In a team, there must be a give and take relationship. Being egoistic and selfish in my decisions will destroy that relationship. I can't make decisions for my own cause especially that it will terribly affect my followers. Hence, I would consult them for what's the best solution for this case.

Reference

Kurfi, A. K. (2009). Leadership styles: The managerial challenges in emerging economies. *International Bulletin of Business Administration*, 1451-243(6).
Retrieved from: http://www.eurojournals.com/ibba_6_07.pdf