

# Leadership styles: What type of leader are you?

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## ABSTRACT

Leadership is the art of managing people towards common organizational goals and objectives. Some are born leaders while some develop their leadership style over time. There are certain distinct leadership traits and qualities which most of the leaders possess, such as, honesty, communication, ability to delegate, positivity and commitment. At the same time, different leaders adopt different leadership styles. The various styles are – directive leaders, transformational leaders, servant leaders, participative leaders and authoritative leaders. Individual must adopt to these styles based on their inherent strengths and weaknesses.

**Keywords:** leadership, directive, transformational, participative, authoritarian

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## INTRODUCTION

Leadership is the art of motivating a group of people to act toward achieving a common goal. Simply being in a leadership role does not make someone a good leader. While some are born leaders, there are certain traits of leadership which effective leaders possess and that provide motivation, inspiration and clear direction to their employees (Kaplan, 2017).

### Leadership qualities:

1. **Honesty:** Honesty is the foundation of any personal and professional relationship. People need to work for a leader they can trust; a leader that has ethics, qualities and uprightness. If the leader is honest and acts morally, the group will follow the suit.
2. **Communication:** Communication is fundamental to ensure the employees understands the organizational mission, goals and vision. People need to work to something they accept, so it's fundamental they understand they are running after similar goals. Communication ought to be consistent in setting up work expectations, giving constructive criticism and in preparing new employees.
3. **The ability to delegate:** Believing employees to do the most ideal work is an indication of strength in leadership and urges employees to live up to the expectations. The way to delegation is recognizing the strengths of the employees and capitalize on them. The ability to delegate effectively will prompt better work and higher efficiency.
4. **Positivity:** Positivity is crucial for employee productivity, happiness and work environment. At the point when mistakes are made, regardless of whether they are serious, it is important to see the bright side of things.
5. **Commitment:** Employees esteem just a leader who will roll up the sleeves and accomplish the dirty work when required. Whether it is taking a call, composing an email or composing report, demonstrating the commitment the leader will not only earn the respect of the group, however will likewise instill the same hardworking nature among the staff.

## LITERATURE REVIEW

There is ample research on the topic of leadership styles. Below are a few abstracts from the recent literature.

Kesting et al. (2015), have posited that, this paper surveys the experiences that research offers on the effect of various leadership styles on innovation. To do as such, we foster a framework, organizing research bits of knowledge into four dimensions: people, means, effects, and goals for innovations. In view of this framework, we audit publications on: directive and participative leadership, interactive leadership, charismatic leadership, transformational leadership, transactional and instrumental leadership, strategic and CEO leadership, and shared and distributed leadership. We discover strong indications that diverse innovation stages and types raise various demands on leadership. Against this foundation, transformational leadership isn't the only style to lead innovations, yet unique leadership styles fit diversely well with various innovation types and stages. However, the specification of this fit is still exceptionally inadequate and the response to the question of how to lead innovations stays problematic. In aftereffect of the audit of this paper we map existing bits of knowledge and research needs.

Yahaya and Ebrahim (2016), have argued that, the reason for this paper is to inspect the relationship between Bass' leadership dimensions (transformational, transactional, and laissez faire) and a few result factors (employee extra effort, employee satisfaction with leader, leadership effectiveness) and organizational commitment. This survey momentarily examines the conceptual framework and the Full Range Leadership Model which incorporate transformational leadership, transactional leadership, and laissez-faire leadership. Likewise talked about in this section were the capacities and the attributes of transformational leaders. The leadership section was concluded with discussion on past explores on transformational leadership. This audit additionally gives a writing survey on organizational commitment.

Hussain and Hassan (2016), have opined that, the current study is an exploratory study that is conducted in 31 organizations of auto parts and accessories producers situated at Lahore, Pakistan to coordinate many leadership styles accessible in leadership literature. Factor analysis strategy was utilized for dimensions reduction. SPSS and smartPLS3 programming were utilized for information analysis. The study recognized four essential leadership styles that could address the greater part of the leadership styles accessible in the literature. The outcomes match with the leadership studies conducted at Ohio and Michigan State Universities with one fundamental contrast of the dimensions recommended by the analysts to clarify leadership styles, which are consultation and the relationship rather than task oriented and relationship-oriented dimensions.

According to Franco and Matos (2015), notwithstanding the tremendous amount of studies in the space of leadership, almost no work has been done on small and medium sized enterprises (SMEs). Considering the pertinence of this examination theme, this paper intends to recognize and understand leadership styles in SMEs. To arrive at this objective, a mixed method approach was applied in three Portuguese SMEs (different contextual analyses). Information was gotten from the Multifactor Leadership Questionnaire (MLQ), from SMEs' collaborators and meetings with their proprietor administrator/leader. Descriptive and content analyses were utilized. The discoveries validated the central role of leadership in SME management. Various degrees of leadership results were distinguished in the SMEs selected. In this way, the discoveries give additional help to the contention that leadership assumes a significant part in management results in SMEs.

According to Khan and Nawaz (2016), the leadership style is the way of giving guidance, executing procedures and inspiring people towards the fulfillment of the desired goals. Leadership styles are replicated in attitudes and behaviors however these thus are the result of complex interactions between the manner in which people think and feel. The researchers featured assorted approaches/styles to leadership that depend on different assumptions and theories. As the time elapsed, the investigators have worked out to develop different models, theories and assumptions regarding the leadership styles. The core of their research was to expound the adequacy of leadership in the re organization including the establishment of authority, inducing sense of responsibility, streamlining and addressing the employees' issues in the context of already prevailing situation. Resultantly, among numerous others, two styles of leadership turned out to be much noticeable specifically transformational and transactional leadership. These two styles have been investigated in the different financial and scholarly areas with their distinct advantages. Presently, these two styles are worked out in the different situation relying on the nature and context.

Moreover, Urick (2016), Arnold et al. (2015) and Bhargavi and Yaseen (2016) have dealt with various aspects of leadership styles.

### **Types of Leadership:**

1. Directive Leadership: These leaders see employees as subordinates and instruct them precisely and how to perform. Otherwise called coercive administration, this instructional method is concerned with employee compliance. Directive administrators give close consideration to their employees' actions and persuade them

through discipline. Furthermore, they often utilize transactional procedures like rewards and disciplines to drive results.

2. Transformational Leadership: Leaders who display transformational procedures inspire their staff through communication and collaboration, by creating a common habitat of intellectual inspiration. In the event that the leader attempts to improve colleagues' morale he shows transformational inclinations. The leader doubtlessly fills in as a role model that inspires the colleagues.
3. Servant Leadership: The servant leadership style circulates the wealth of power among an entire group—and it is the servant leader's role to work with this. The servant leader joins their group through common reason, by confiding in colleagues, and by effectively paying attention to their colleagues' thoughts and struggles.
4. Participative Leadership: Commonly known as the democratic style of management, participative leadership has the goal of building commitment and consensus across a group. Like servant leadership, chiefs request contribution from their colleagues before settling on a ultimate conclusion.
5. Authoritative Leadership: Like transformational administrators, authoritative leaders are concerned with long-term direction and foresight. Albeit authoritative leaders give employees clear expectations and explanations, they may grant components of persuasion, too. In any case, in contrast to other authoritarian strategies, leaders actually consider employee feedback and communication (Fox, 2017).

### CONCLUSION

Leadership is the art of managing people towards common organizational goals and objectives. While some are born leaders, there are certain traits and qualities of leadership which effective and successful leaders possess and that provide motivation, inspiration and clear direction to their employees. There are several qualities of effective leaders such as – honesty, communication, the ability to delegate, positivity and commitment.

There are various types of leadership styles. First, directive leaders see employees as subordinates and instruct them precisely and how to perform. Second, transformational leaders inspire their staff through communication and collaboration. Third, servant leaders unite the team through common objectives, by trusting team members, and by actively listening to team members. Fourth, participative leaders are also known as democratic style leaders and has the goal of building commitment and consensus across a group. Lastly, authoritative leaders are concerned with long-term direction and foresight. With so many leadership styles, an individual must adopt to the style which suits him best, based on his strengths and weaknesses.

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