

# **NOTHING HAPPENS BY CHANCE**

**LEADERSHIP IS INSPIRING PEOPLE TO ATTAIN A COMMON OBJECTIVE**

TAKE A LOOK AT MY  
**EXECUTIVE**  
LEADERSHIP REVIEW

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# Agenda

## ▶ Review Three types of leadership styles

- Authoritative
- Participative
- Delegative

Conclusion

# Leadership and types of Leadership Styles

Leadership is inspiring people to attain a common objective. The three main types of leadership are:

- The **Authoritative** Leadership
- The **Participative** Leadership
- The **Delegative** Leadership

# The Authoritative Leadership

- The authoritative leader assumes absolute control
- Team effort is not recognized
- The leader has total control



# Advantages and disadvantages of authoritarian leadership

## Advantages

- ▶ - Leader is in control,
- ▶ - There is consistency of operations.
- ▶ - There is discipline.

## Disadvantages

- ▶ - Promotes employee apathy.
- ▶ - Suppresses the abilities of the employees.
- ▶ - It promotes hierarchy.

# The Participative Leader

- - Includes a host of people when making decisions regarding what to do and the way to do it.
- - Has the final authority in making decisions.
- - Input from the subordinates is highly encouraged and respected.

# Example of a Participative Leader

Steve jobs



- He employed experienced leaders to work with him.
- He played the role of a coach by letting his senior manager to make important decisions while providing leadership.

# Advantages and disadvantages of Participative Leadership

## Advantages

- ▶ - It is self-sufficient
- ▶ - Compromise is allowed
- ▶ - Employees are highly motivated
- ▶ - Encourages creativity.

## Disadvantages

- ▶ - It is time-consuming
- ▶ - Protracted decisions make it boring



# Delegative Leadership

- Allows individuals to make and implement their own decisions.
- Leader still assumes responsibility for all decisions made.
- Nonetheless, the workforce must be competent in order to get results.

# Example of Delegative Leader

Warren Buffet



- Buffet gives employees the full responsibility of making decisions in his firms.
- Subsidiaries are allowed to operate independently without any supervision.

# Advantages and disadvantages of delegative leadership

## Advantages

- ▶ - Employees are free to choose the decisions to implement.
- ▶ - The leader is not burdened.

## Disadvantages

- ▶ - Group can overstep limits
- ▶ - Misuse of rules and abdication of responsibility.

# Conclusion

- Every leader should determine what best suits his or her setting.
- It is crucial to know the advantages and disadvantages of each style.
- Understanding the possible consequences of using each style will also assist in determining the best style to use.

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