



## AUTOCRATIC LEADERSHIP

Autocratic leaders tend to make decisions on their own and give instructions that they expect others to carry out



Useful when employees need to have very clear instructions and where the leader has the most knowledge



Employees do not like being ordered around and any good ideas will not be shared.

Autocratic Leadership works well place like the army or a factory floor.

## DEMOCRATIC LEADERSHIP



Democratic leaders tend to listen to take into account the point of view of others more often they will consult rather than direct.



It makes employees feel involved and important as their opinions are taken into account.



Decisions can take longer and can be a compromise to include a number of views

Democratic leadership works well where all the employees are equally well skilled and there is time to come to a reflective decision.



## LEADERSHIP STYLES

THE LEADER'S CHARACTERISTIC BEHAVIORS WHEN DIRECTING, MOTIVATING, GUIDING, AND MANAGING GROUPS OF PEOPLE.



## PARTICIPATIVE LEADERSHIP

Encourages all employees to participate in the decision making. Delegating responsibility for certain tasks encouraging suggestions from subordinates to come up with suggestions for making changes and encouraging them to become involved in decision making



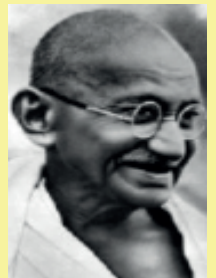
It makes employees feel involved and allows ideas to be shared for changes in working methods



Decision making can take a long time, and is less effective with unskilled labor and can cause problems sharing information

An example would be in a hospital where a number of specialists and nurses work to get an outcome for a patient

## LAISSEZ-FAIRE LEADERSHIP



Leaves the decision making and the responsibility for the decision to others.



The advantage is that the leader is helping others to think for themselves.



The disadvantage is that this can lead to frustration as employees complaining there is no leadership or they feel they have all the responsibility on the employees. It can lead to a lack of structure.

Transcontinental Railroad: No single individual was responsible for building the North American railway system