

# LEADERSHIP

**Unit 2**

"THE ULTIMATE MEASURE  
OF A MAN IS NOT WHERE  
HE STANDS IN MOMENTS  
OF COMFORT AND  
CONVENIENCE, BUT WHERE  
HE STANDS AT TIMES OF  
CHALLENGE AND  
CONTROVERSY".

*MLK JR.*

Quote of the  
Day

# LEADERSHIP

- What is Leadership?
  - The ability to influence individuals and groups to cooperatively achieve organizational goals.
- What is a Leader?
  - A manager who earns the respect and cooperation of employees to effectively accomplish the work of the organization.

**IS IT ALWAYS GOOD?**

# **LEADERSHIP STYLES**

# 4 LEADERSHIP STYLE

- Autocratic Leader
- Democratic Leader
- Open Leader
- Situational Leader

# AUTOCRATIC

- Gives direct, clear and precise orders.
- Manager handles all problems.
- High efficiency and NO SURPRISES.
- Discourages thinking.
- Disadvantages: employee dissatisfaction and issues arise between managers and employees.
- Effective in Emergencies.

# DEMOCRATIC

- Encourages shared decision making and employee participation.
- Employees feel like active members.
- Employees are motivated and gain a sense of confidence.
- Disadvantage: high time consumption and possibly feeling misused.
- Effective with well trained and knowledgeable employees.



# OPEN (LAISSEZ-FAIRE)

- Little or no direction given.
- Any employee could become the leader.
- Doesn't include shared tasks.
- Works best with experienced workers, home-based or traveling employees.
- Disadvantages: Ineffective use of time and teamwork activities lack direction or leadership.

# SITUATIONAL

- Most effective style!!!!
- Leader understands employees and job requirements.
- Matches actions and decisions to a situation or circumstances as they arise.
- New workers = autocratic style.
- Experienced employees = open style.



*"That's all Folks!"*

"I SUPPOSE LEADERSHIP  
AT ONE TIME MEANT  
MUSCLES, BUT TODAY  
IT MEANS GETTING  
ALONG WITH PEOPLE".

Quote of  
the Day

# LEADERSHIP

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# **LEVELS OF LEADERSHIP**

# LEADERSHIP QUOTES

- “ Leadership is a function of knowing yourself, having vision that is well communicated, building trust among colleagues, and taking effective action to realize your own leadership potential.”

Warren Bennis

- “The only definition of a leader is someone who has followers.”

Peter Drucker

- “ Leadership is influence – nothing more, nothing less

John C. Maxwell

# 5 LEVELS OF LEADERSHIP

- Position
- Permission
- Production
- People Development
- Personhood



# POSITION

- Lowest form of leadership.
- You have a title and nothing else.
- You lead in name only and only as far as what authority has been given to you.
- People will do just enough to please you.

# PERMISSION

- Follow because they “want to”.
- The beginning of influence.
- True growth begins as people follow voluntarily.

# PRODUCTION

- People begin to produce and follow you because of what they see you doing for the organization.
- People like what you do and also contribute themselves.

# PEOPLE DEVELOPMENT

- At this point in leadership, you have others follow you because of what you've done for them personally.
- You've poured into other people.
- They are growing in leadership themselves.

# PERSONHOOD

- This is the pinnacle of leadership.
- Occurs when people follow you based on who you are and what you represent or stand for.
- John Maxwell says that this level is reserved for people who have spent years growing others and their organization.
- Very few people make it to this level.

# LEADERS

- Always replace “I” with “we”.
- Quick to give away credit.
- Are just as ready to accept full responsibility.
- Willing to develop people to the point that they eventually surpass him or her in knowledge and ability.

# LEADERS

- Empower their teams.
- Are great “followers” first.
- Seek first to understand, then to be understood.

# ***LEADERS KNOW***

- “No one ever achieves alone what he can do when partnering with others”

John C. Maxwell