Leadership

‘The process of influencing individuals and groups towards goals’

Types of leadership:

1. **Authoritarian leadership** (autocratic) – All of the decisions are made by the leader and the members have no say in any decisions. The leader does not mix with the members of the team on a personal level and is more focused on completing the task at hand. Suitable with a dangerous task, large numbers of people and little time. (pressurised situation)

2. **Democratic leadership** – The members of the team have more of a say as they might be asked for their opinion in making a decision. It’s more performer based and is interested in developing relationships with the members as well as completing the task. The team members have a certain degree of ownership on the task so in theory they will work harder. Suitable for a smaller group.

3. **Laissez-faire leadership** – The leader does not have much of a role in this style and lets the members make the decisions. This offers creativity and could be due to the leader being unconfident or lazy. Suitable for low pressure situations.

How do you become a leader?

- **Emergent leader** – Decision comes from within the group to make you leader due to your qualities.
- **Prescribed leader** – You have no control over the choice of you being leader.

**Fielders Contingency Theory** identifies two types of leaders:

- **Task orientated** – Leaders are more focused on getting the task completed (autocratic)
- **Relationship orientated** – Leader likes to make personal relations with team members. (democratic)

This factor depends on three concepts:

1. The leader member relations
2. Task structure (is it clear what has to be done)
3. Position of power