

MANAGEMENT STYLES

Management style is a specific way that managers go about executing their goals. It regards how a manager plans, handles, makes decisions, designates, and manages their staff. It can vary widely depending on the nature of the organization, level of management, region, culture, and the person himself. There are four basic management styles.

- Visionary Management Style
- Democratic Management Style
- Coaching Management Style
- Laissez-faire Management Style

Visionary Management Style

In this management style managers inspire their staff by explaining their goals and the reason behind them. They convince their team to work towards executing their vision.

Characteristics needed for visionary management styles are:

- ✓ high emotional intelligence
- ✓ skills in long-term thinking and making strategies
- ✓ flexibility when faced with difficulties
- ✓ ability to inspire, motivate and mobilize groups

The advantage of this management style is that engagement will increase because the staffs believe in what they are creating and are driven to accomplish tasks to the best of their ability. On the contrary, not all managers can be inspiring and therefore, it fully depends on the person, job industry and the product.

Democratic Management Style

Unlike the top-down management style where only the leadership team can make decisions, the democratic management style encourages employees to give their opinion during the decision-making process. But ultimately managers are responsible for the final decision.

Characteristics needed for democratic management style include:

- ✓ a sense of judgement
- ✓ ability to make sense of perspectives and opinions
- ✓ open-minded nature