

- **Democratic Leadership**

A democratic leader actively asks for feedback from their team members and promotes participation in decision-making. When a leader lacks all the information necessary to make a choice or when team members have specialised knowledge or skills that can be helpful in the decision-making process, this style of leadership may be beneficial.

Democratic leaders can promote a sense of empowerment and ownership among employees by including team members in the decision-making process. This can boost employee motivation and job satisfaction. As team members are encouraged to share their thoughts and perspectives, this method of leadership may also encourage creativity and innovation.

Advantage and Disadvantage

- High motivation and engagement: Because employees are encouraged to participate in decision-making and feel empowered to provide their views, the democratic management style may result in subordinates who are more motivated and engaged.
 - As team members are encouraged to share their thoughts and perspectives, this leadership style can foster creativity and innovation.
 - Time-consuming: The democratic approach can take a long time because it includes asking subordinates for their thoughts and comments, which can delay the decision-making process.
 - Too many individuals being involved in the decision-making process may sometimes result in decision paralysis, where no choice is taken at all.
- **Laissez - Faire Leadership:**
A leader who practises laissez-faire leadership listens to subordinates' opinion and offers little guidance or direction. When team members are highly talented, experienced, and capable of working independently with little oversight, this approach may be successful.

The team members may not be clear on what is expected of them or what their role is, which can cause confusion and a lack of direction. It can also result in low accountability because employees may not feel accountable for the results of their job.