**Styles of leadership**

1. **AUTOCRATIC**
* **Managers like to make all the important decisions and closely supervise and control workers.**
* Managers do not trust workers and simply give orders (one-way communication) that they expect to be obeyed.
* It is useful when making quick decisions are needed in a company (e.g. in a time of crisis for example the army and when controlling large numbers of low skilled workers.
* However, few people like to be told what to do, especially those who are already motivated and understand what they need to do, so this type of leadership may lead to a loss in morale and may reduce a team's creativity and productivity.
* Autocratic leaders in this situation may not make the best decisions since they lack the group input from team members who have experience and skills.
1. **DEMOCRATIC/PARTICIPATIVE**
* This is when the workers are allowed to discuss plans with the leader and to influence a decisions about what they do and how to do it.
* A positive work environment is created. This means that a culture of junior workers getting a fair amount of responsibility and challenges is encouraged. When there are the right vibes among employees, work becomes more pleasurable.
* However, the decision making process might be time-consuming since every team member needs to be consulted.
* To put all the ideas in place requires a great patience and understanding and the business may get stuck trying to decide what is best.
* **Democratic leadership, also known as participative leadership or shared leadership, is a type of leadership style in which members of the group take a more participative role in the decision-making process**.
* This type of leadership can apply to any organization, from private businesses to schools to government.
* Everyone is given the opportunity to participate, ideas are exchanged freely, and discussion is encouraged.
* While the democratic process tends to focus on group equality and the free flow of ideas, the leader of the group is still there to offer guidance and control. The democratic leader is charged with deciding who is in the group and who gets to contribute to the decisions that are made.
* Researchers have found that the democratic leadership style is one of the most effective types and leads to higher productivity, better contributions from group members, and increased group morale.
1. **PATERNALISTIC**
* **Paternalistic leadership is a managerial approach that involves a dominant authority figure who acts as a patriarch or matriarch and treats employees and partners as though they are members of a large, extended family**.
* In exchange, the leader expects loyalty and trust from employees, as well as obedience.
* Employees who work in such an environment are expected to understand that the authority figure knows what is best for the organization and trust that their leader will always have an employee's best interests at heart. Employees are listened to, but the leader always makes the final decision.
1. **LAISSEZ-FAIRE**
* **This is French for “*Let it be*”. This is where the manager decided the main objective of the business but gives the employees full responsibility on how they are to achieve these objectives.**
* The manager still offers some guidance but the workers feel trusted to complete projects and tasks on their own, without constant management.
* This can lead to workers feeling more motivated and satisfied about how they go about their work and may lead to an increase in productivity.
* However, a laissez-faire leader risks being viewed as an ineffective or absent leader when employees aren't comfortable or confident in completing tasks alone.
* Employees may also miss out on opportunities for growth and development when a leader doesn't consult with them to set goals and discuss training and development programs.
* A manager may also lose harmony with this team, if he doesn't interact regularly with employees. Getting employees to collaborate on team projects or activities is a challenge if communication is ineffective
1. **TRANSACTIONAL**
* **Transactional leadership is a style of leadership that focuses on supervision, organization, and performance; transactional leadership is a style of leadership in which leaders promote compliance by followers through both rewards and punishments.**
* A transactional leader is someone who values order and structure. They are likely to command military operations, manage large corporations, or lead international projects that require rules and regulations to complete objectives on time or move people and supplies in an organized way. Transactional leaders are not a good fit for places where creativity and innovative ideas are valued.
* Transactional leadership is most often compared to transformational leadership. Transactional leadership depends on self-motivated people who work well in a structured, directed environment. By contrast, transformational leadership seeks to motivate and inspire workers, choosing to influence rather than direct others.
* Transactional leadership focuses on results, conforms to the existing structure of an organization and measures success according to that organization’s system of rewards and penalties. Transactional leaders have formal authority and positions of responsibility in an organization. This type of leader is responsible for maintaining routine by managing individual performance and facilitating group performance.
* This type of leader sets the criteria for their workers according to previously defined requirements. Performance reviews are the most common way to judge employee performance. Transactional, or managerial, leaders work best with employees who know their jobs and are motivated by the reward-penalty system. The status quo of an organization is maintained through transactional leadership.
1. **TRANSFORMATIONAL**
* **Transformational leadership inspires people to achieve unexpected or remarkable results. It gives workers autonomy over specific jobs, as well as the authority to make decisions once they have been trained.**
* Some of the basic characteristics of transformational leadership are inspirational, in that the leader can inspire workers to find better ways of achieving a goal; mobilization, because leadership can mobilize people into groups that can get work done, and morale, in that transformational leaders raise the well-being and motivation level of a group through excellent rapport. They are also good at conflict resolution.
* All of these traits make transformational leadership a good fit for many types of business.
* Transformational leaders are sometimes call quiet leaders. They are the ones that lead by example. Their style tends to use rapport, inspiration, or empathy to engage followers. They are known to possess courage, confidence, and the willingness to make sacrifices for the greater good.
* They possess a single-minded need to streamline or change things that no longer work. The transformational leader motivates workers and understands how to form them into integral units that work well with others.
1. **CHARISMATIC**
* **The charismatic leadership style relies on the charm and persuasiveness of the leader. Charismatic leaders are driven by their convictions and commitment to their cause.**
* Charismatic leaders also are sometimes called transformational leaders because they share multiple similarities. Their main difference is focus and audience. Charismatic leaders often try to make the status quo better, while transformational leaders focus on transforming organizations into the leader’s vision.
* Dr. Martin Luther King, Jr. was a charismatic leader who used powerful oratory, an engaging personality, and unwavering commitment to positive change in the lives of millions of people.
* What sets charismatic leaders apart is that they are “essentially very skilled communicators, individuals who are both verbally eloquent, but also able to communicate to followers on a deep, emotional level,” said Ronald E. Riggio, Ph.D., professor of leadership and organizational psychology at Claremont McKenna College, in his Psychology Today article “What is Charisma and Charismatic Leadership?”
* Charismatic leaders are often identified in times of crisis and exhibit exceptional devotion to and expertise in their fields. They are often people with a clear vision in business or politics and the ability to engage with a large audience.
* A charismatic leadership definition is incomplete if it does not focus on the leader personally. More than other popular leadership styles, charismatic leadership depends on the personality and actions of the leader — not the process or structure.