

# LEADERSHIP STYLES





## **Where do various leadership styles come from?**

LEADERSHIP ISN'T JUST BEHAVIOUR!



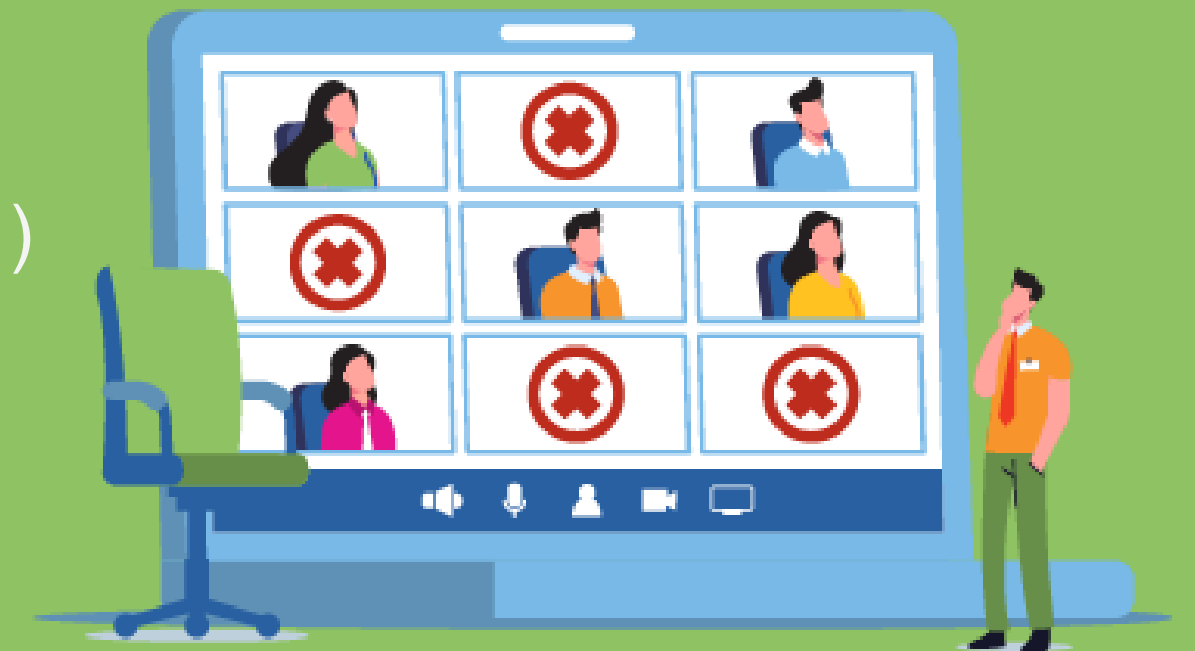
# BE-KNOW-DO MODEL OF LEADERSHIP

It's a three fold model that highlights all the leadership traits where:

BE –about the heart (character aspect)

KNOW – about the brain (intellectual aspect)

DO – about hands or skills(behavioral aspect)



# SITUATIONAL LEADERSHIP MODEL

FOUNDED BY PAUL HERSEY AND DR. KEN BLANCHARD

- This model is based on leadership behaviors.
- Two ways in which leaders behave : Directive and Supportive
- In Directive, leaders give directions, keeps a close eye, and do a close follow up
- In Supportive Behaviour, leaders don't give a lot of directions but ask many questions.
- They also ask team members for their opinions
- Greater degree of freedom awarded to subordinates





- It is situation based
- In management, there is always something that depends on something else



# DIRECTIVE BEHAVIOUR

Is the extent to which a leader:

- Engages in one way communication
- Spells out follower roles
- Tells follower what to do, when and how
- Closely supervises performance





# SUPPORTIVE BEHAVIOUR

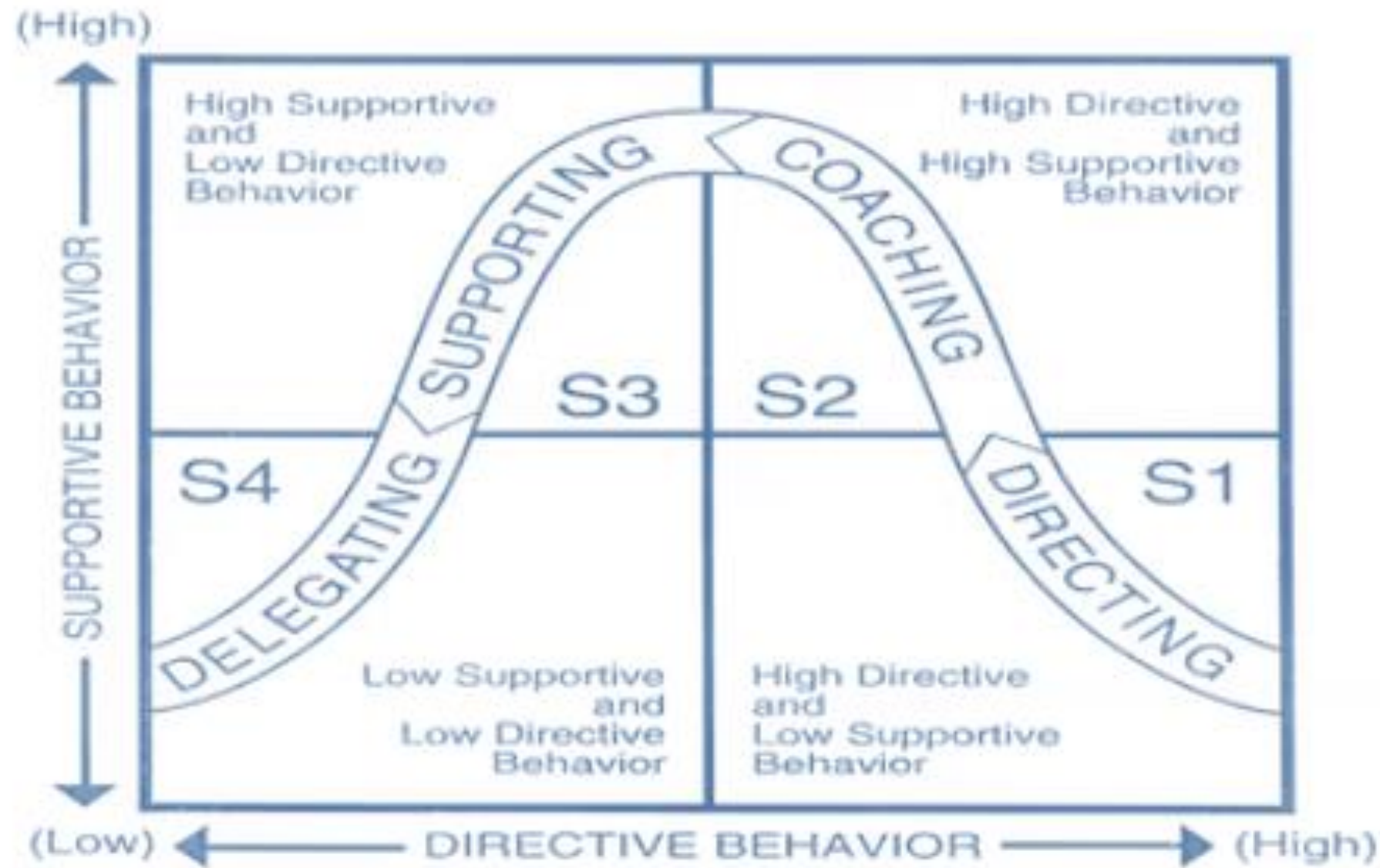
Is the extent to which a leader:

- Engages in two way communication
- Listens
- Provides support and encouragement
- Facilitates interaction
- Involves follower in decision making



# FOUR LEADERSHIP STYLES

THE FOUR LEADERSHIP STYLES





# WHAT IS NEEDED FOR AN EFFECTIVE PERFORMANCE OF AN EMPLOYEE?

# SUMMARY

- Factors affecting leadership styles
- Be-Know-Do model
- Hershey Blanchard Model for Situational leadership
- Four styles of leadership
- The four styles used in situations with different levels of Skill and Will
- Elements required for effective performance of an employee



**THANK YOU!**