

# Assignment

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## Answer:

There are typically two types of leadership: instrumental and expressive.

**Instrumental** focuses on achieving goals. Leaders who are dominantly instrumental work to maintain productivity and ensure that tasks are completed. They make good managers because they get the job done. However, they are often so focused on the task that they can alienate other members of the group.

**Expressive**, on the other hand, focuses on maintaining group cohesion. Leaders who are dominantly expressive work to maintain warm, friendly relationships and ensure the collective well-being of the group. They make good bosses because they truly care for their employees. However, they are sometimes lacking efficiency and organizational skills.

There are three basic styles of leadership decision-making: authoritarian, democratic, and laissez-faire.

**Authoritarian** decision-making make all the major group decisions and demand compliance from the group members. Authoritarian leaders typically make decisions on their own and tell other group members what to do and how to do it. Authoritarian leadership can be beneficial when a decision needs to be made quickly or when a project or situation is particularly stressful.

**Democratic** decision-making encourage group discussion and believe in decision-making through consensus. Democratic leaders still make the final decision, but do so only after carefully considering what other group members have said. Usually, their decision goes with the majority. Democratic leaders are generally the most popular. They make members of the group feel included and promote teamwork and creativity.

**Laissez-faire** leadership is based on trust. People who enjoy a wide degree of latitude in making decisions and working on projects autonomously are often most comfortable with laissez-faire leaders. This self-rule style empowers individuals, groups or teams to make decisions. Critics of this hands-off leadership style contend it is risky to universally delegate decision-making responsibility to staff members. Groups and teams do not have the power to make far-reaching strategic decisions, but laissez-faire leaders allow individuals or teams to decide how they will complete their work.