**COMMUNICATION PRACTICES**

**MAJOR ASSIGMENT**

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**Question 1:**

**Different leadership styles.**

**Answer:**

**1: Commanding Style:**

This style of leadership says that ‘’Do as I say” generally this type of leaders makes decision without taking input from their team members. They believe that, they know everything and they do not need any help from others. This type of leaders is suitable when there is critical time and there is short time for taking decision. This type of leaders is not successful in business field, but they can be successful in game field like cricket captain or in military field specially in war situation.

**2: Democratic style:**

This type of leaders says “What do you think” is generally those leaders who takes decision after consulting and taking input from every team member. Every team member is important whether it is top management, middle management or lower management. They do not take decision until they have not taken input from their team member. Through this leadership style employee trust and development built. The creativity in organization increases because every member put their input. This type of leadership has numbers of benefits, but it can't be suitable when quick decision is needed.

**3: Visionary Leadership style:**

Visionary leaders focus on future how the organization will look like after few years. How the market will look after few years, and how to deal with customer after few years. They set goals and use full potential to achieve the future goals. They use current knowledge, experience and predict future. They lead from the front, and ask team members to “follow me”. They take input from every member and take responsibility if outcome is poor. They focus on improvement rather than thinking about the failure.

**4: Coach leadership style:**

Coaching leadership style focus on individual strengths of every member of their group. They also give guidelines that make everyone to work better in the field. This style of leaders focuses on individual skills and expertise, every member of the group has their own skills that make the team a perfect group. They actually focus on individual's growth and success.

**5: Pacesetting:**

In this style of leadership, leader says “Do as I do”. In this style leader set high goal and push their team to achieve it. They are obsessive about doing things faster and better, and ask their team member to do same.

**6: Affiliative Leadership style:**

This type of leaders creates harmony and coordination between team members. They focus to solve any conflict. They are master in establishing positive and strong relation between team members. Employees fells belonging and safe with the organization and thus performs well.

**7: Laissez Faire leadership style:**

Laissez faire leadership style is that type of leadership in which the leader gives full freedom to their team members. In this type leader have full trust on their team members. The leader supports the team with resources and involved if needed otherwise they let the team member to manage the activities by their own. This approach increases job satisfaction, which leads to better outcome. but this approach can also be dangerous if the team members don’t have skills and experience to perform their duties.

**8: Transactional Leadership style**

these are those leadership style in which reward and punishment involved. When subordinates perform well, they receive reward, but when subordinates perform poor, they receive punishment. This type of leadership increase creativity and increase competition between team member. This style of leadership motivates subordinates to perform well.

**9: Bureaucratic Leadership style:**

this type of leadership follows the footprint of their superior. They follow the rules and regulation created by their organization superior. They focus on past experience. Through this leadership style brining innovation is not possible. At the same time organization doesn't grow if follow bureaucratic leadership style.