

# COMMUNICATION PRACTICES

## Major assignment

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**Q: Differentiate between different leadership styles.**

**ANS:** A leadership style refers to a leader's characteristic attitudes when it comes to controlling, motivating, mentoring, and leading groups of people. Great leaders can inspire political actions and social change. They can also encourage others to achieve, create and innovate.

There are different styles of leadership which are given below:

### **Different leadership styles:**

#### **1) Charismatic Leadership Style:**

Charismatic leadership can change the attitudes and beliefs of employees and others. It has the power to influence and inspire people, and the goals of the organization generally reflect that vision. This is achieved by evoking the enthusiasm of others to achieve the goals and visions established. Essentially, the charismatic style of leadership is based on the form of heroism. This style of leadership is almost of divine origin.

#### **2) Authoritative Leadership Style:**

The most illustrative phrase of this style of leadership, (also known as "visionary"). The Authoritative leadership style is a sign of confident leaders mapping the way and setting expectations, engaging and energizing fans along the way.

In a climate of uncertainty, these leaders are clearing the fog for people. They help them see where the business goes and what happens when they get there.

### **3) Pacesetter Leadership Style:**

Pacesetter is a leadership style where leaders lead from the frontline, constantly setting high standards for their teams, and expects to be purchased for management. When you're a manager, you set the rhythm of the team and ask them to be of high intensity. But Mr. Goleman warns that this style should be used with caution, as it can discourage people and make people feel that they have failed.

### **4) Democratic Leadership Style:**

Democratic leadership is exactly what it seems - the leader makes decisions based on the influence of each member of the group. Even if they make the last call, each employee has the same reason to manage a project.

Democratic leadership is one of the most effective forms of leadership because it allows lower-level public servants to exercise the authority they should use judiciously in future positions to fill positions. It is also similar to how decisions can be made at company board meetings.

### **5) Coaching Leadership Style:**

As a coach of a sports team, this leader focuses on identifying and taking responsibility for the individual strengths of each member of his team. They also focus on strategies that allow your team to work better together. This style has strong similarities to strategic and democratic leadership, but places more emphasis on the growth and success of individual employees.

Instead of forcing all employees to focus on similar skills and goals, this leader can build a team where every employee has experience or skills in something else. In the long run, this leader focuses on creating strong teams that can communicate well and adopt the unique skills of others to get the job done.

### **6) Affiliative Leadership Style:**

A expression frequently used to define this type of leadership is "People Come First" A leader who exercises this style recognizes and supports the emotional needs of team members. The leader is working to open a pipeline that connects it to the equipment.

Ultimately, this style is about endorsing harmony and forming cooperative relationships within teams. For example, it is especially useful to reduce conflicts between team members or calm people in times of stress.

## 7) Laissez-Faire Leadership Style:

Laissez-faire leaders have a high degree of autonomy. Leaders maintain a hands-on approach to employee management, providing them with the tools they need to do their job without being directly involved in day-to-day decision-making, tasks, and responsibilities. However, these executives continue to take responsibility for the company's decisions, even if the power to make these decisions is in the hands of employees.

Laissez-faire leadership style can succeed when employees are experts in the nature of work and are interested to succeed and do their work well. Employees enjoy independence, which can be attractive to many employees. This type of leadership can have consequences if the leader is not involved or inactively cooperates with employees who need more guidance. It can also lead to a lack of unity and cohesion in a group or team, and projects can fall without strong monitoring.

