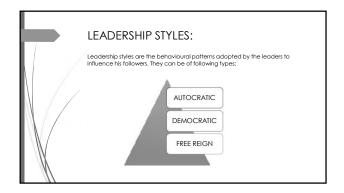
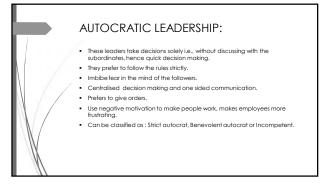


# FEATURES OF LEADERSHIP It's a continuous process and not a one-shot activity. Influencing the behaviour is a core component. No use of force or coercion is there. It is an inherent quality in a person. Channelizing or directing the behaviour and the thought process is important. Leadership is exercised under a particular situation and not every time. Focus is on utilizing the capacity to the fullest. Presence of followers is a prime requirement.







### **DEMOCRATIC LEADERSHIP:**

- Also called as participative style
- The leader interacts freely with the employees
- There is proper two-way communication and better flow of information
- The decision-making is decentralised
- Focuses on sharing and caring workstyle
- It motivates the workers strongly and enhances their morale
- There is sharing of responsibilities between both superior and subordinate.
- It sometimes , manipulates the employees.
- The leader consults only with the employees but don't share their responsibilities

# FREE - REIGN LEADERSHIP:

- Also known as a laissez faire
- Complete freedom is given to the employees to determine the manner and mode of working.
- . The employees can contact the superior only when required and not for everythina.
- It helps in developing the personality of the individuals.
- . Its an employee centric approach
- Sometimes it may lead to big chaos and mismanagement.

### **THEORIES OF LEADERSHIP** 1) CHARISMATIC THEORY: The charismatic theory of leadership was given by Robert House. He emphasized on 'charisma' present in the leader which makes him, an influencer. Charisma is a God- given gift which a leader acquires by birth. Because of his own exceptional characteristics and qualities , he has followers which makes him to lead and guide them. They have great self-confidence, dominance and conviction. Such people are presumed as ideals and are referred to when a situation of crisis occurs. These qualities cannot be enhanced or acquired as such qualities are inborn.

## 2) TRAIT THEORY: The theory says that a leader is a leader due to certain traits of his. 'Traits' are certain specific qualities and characteristics that a person has which builds up his persona. These traits or qualities can be of two types: Innate and Acquired. Innate qualities include physical features which is hereditary and intelligence. Acquired qualities include social skills, empathy, communication ,technical abilities, motivating skills and human skills. People possessing such skills tend to become good leaders. Thus, as per this theory "Leaders are born , not made."

# 3) BEHAVIOURAL THEORY: The leader should have some unique qualities and aspects.

- . It tries to identify the critical determinants of the behaviour for leadership.
- The very behaviour of the individual tells whether he is accepted as a leader or
- If a person is able to carry out effectively the task related functions and group maintenance functions, he is assumed as a leader
- However, a leader role or act or behaviour may be either functional or dysfunctional in nature. But a person whose behaviour is positive is assumed to
- By shaping their behaviour in the desired manner a person may become a good leader