



# **TEAM COLLABORATION & MANAGEMENT**

**DISCUSSION:** Are all leaders managers **or** are all managers leaders?



Leadership is an **integral part of management** and it plays a vital role in managerial operations.



## What is "leadership"?

An extremely simplistic yet profoundly meaningful definition of leadership states it as the

**“Phenomenon of one person influencing the thinking or action or both of another person or groups of persons”.**



# What is "management"?

One of the **earliest universally accepted definitions** of management considered it as

the “**process of getting things done through and by people**”.

One of the **modern definitions** of management describes it as

“**the process of ensuring effectiveness and efficiency in achieving goals or objectives**”.



## Briefly...

So, all managers have a leadership role to play. But all that every leader does may not be very “Managerial”.

In short, **all managers are leaders, but** all leaders need not necessarily be managers.





## Categories of leaders:

Based on the functions they perform, leaders can be classified into:

**(i) Entrepreneurial**

**(ii) Administrative**

**(iii) Political**



## (i) Entrepreneurial Leadership

As the term indicates, these are leaders who build organizations, these institution builders perform the tasks of initiation and structuring.

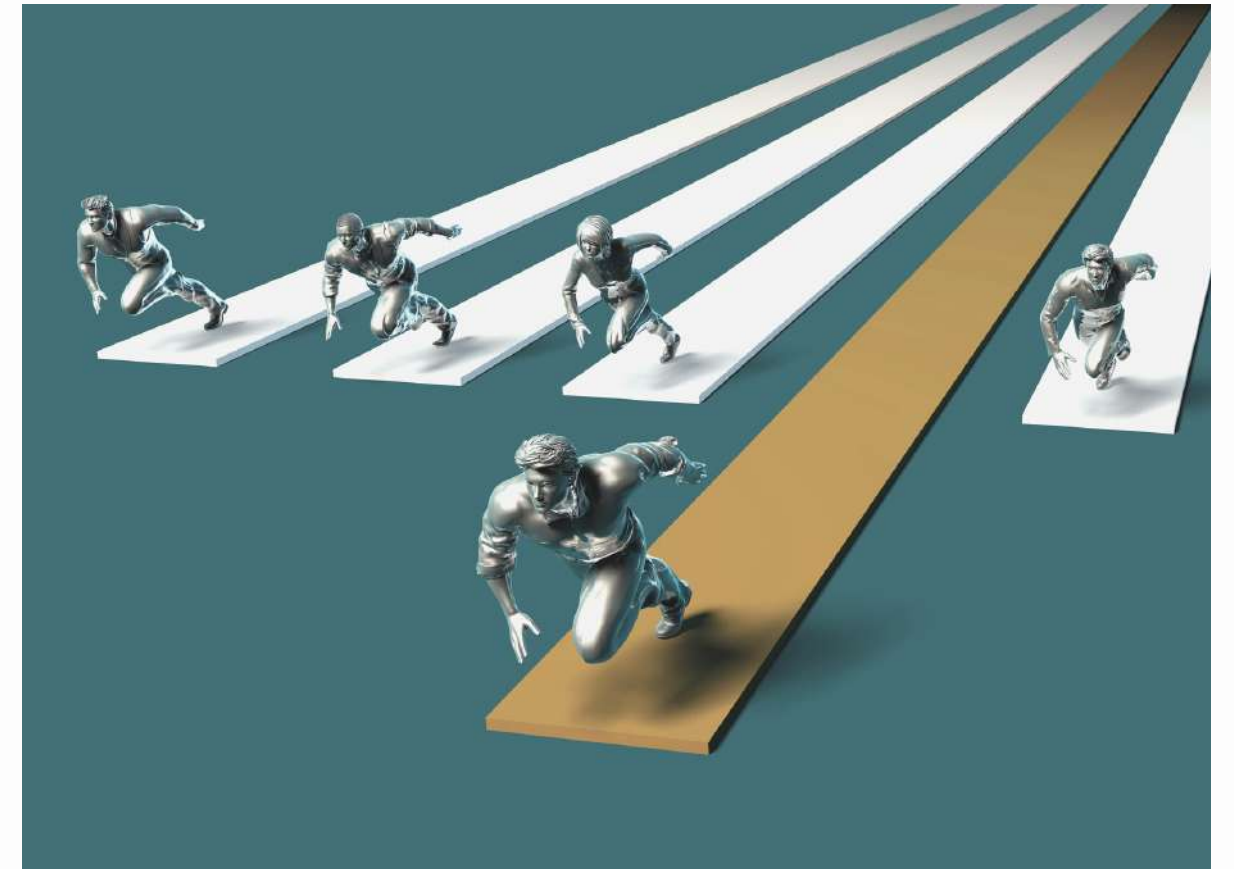
They **organize the required resources and put them in to effective** and efficient use to create institutions of various sizes, nature and scope eg. Trade unions, hospitals, schools, colleges, places of worship, cultural organizations etc.





## (ii) Administrative Leadership

These are leaders whose performance will be at its peak when they are put in charge of running organizations they work for the maintenance and growth of the organizations, **they plan, organize, staff, direct and control the organizations which may be expected to “safe” in their hands.**



## **(ii) Administrative Leadership**

They ensure that the right people occupy the right positions and that tasks are carried out effectively and efficiently.

They undertake environmental scanning and do SWOT (Strengths, Weaknesses, Opportunities and Threats) analysis, based on which they define and redefine the mission of their organizations, set targets and objectives and formulate policies and strategies.

They have a clear idea of what the organization should be at present and where it should be in the future.



### (iii) Political Leadership

By “political leaders” are meant those who act as **representatives** or spokesmen of their groups and work to fix the problems of the groups they represent in general and its members in particular.

Many of them act on an ‘ad hoc’ basis not being very visible normally but appearing on the scene all of a sudden when a problem crops up, the tackling of which requires their attention. They may even leave the scene once the issue has been settled.



# Leadership Styles

Based on “how” a leader performs his/her tasks, various leadership styles can be identified



# Leadership Styles

- (i) autocratic leadership
- (ii) democratic leadership
- (iii) Laissez faire or free rein leadership

## **We decide on the type according to**

- their mode of decision making
- manner of implementation





## (i) Autocratic Leadership

### 1- Authoritarian Leadership style

- The authoritarian leader **takes all decisions by himself/herself and will try to implement them** even resorting to the use of force or coercion.
- The authoritarian leader is **only concerned about the “tasks” but not the “people”** with whom the tasks have to be achieved.



### 2- Paternalistic Leadership style



## (i) Autocratic Leadership

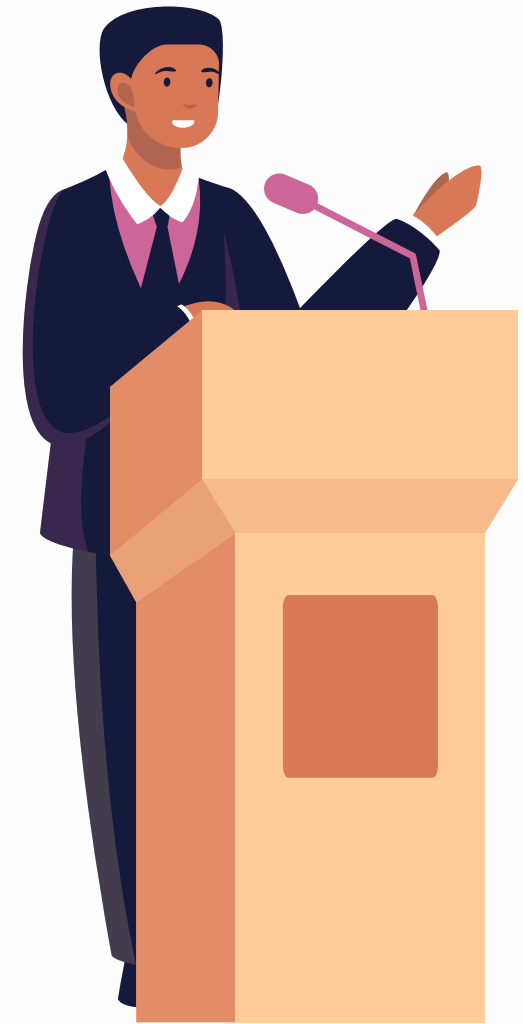
### 2- Paternalistic Leadership style

- Leaders who exhibit this style assume the **parental role** for themselves. They also take all decisions like authoritarian leaders, **but when it comes to implementation they resort to tact and diplomacy** rather than force and coercion.
- The paternalistic leader **considers his followers as immature children incapable of making decisions** and needing about the task as well as the people.



## (ii) Democratic Leadership

- The style of leadership which **recognizes and respects every member of the group or team as an individual** with capabilities, rights, and responsibilities and a potential contributor to the group processes including task achievements, is called the democratic leadership style.



### (iii) Laissez faire or **free rein** leadership style:

- Whether one follows autocracy or democracy as a leadership style, the leader will be performing the basic functions of providing **direction** and **control to the group**.
- The autocratic and democratic leaders differ **only** in the manner in which they perform the direction and control functions.
- Apart from this, there are leaders who follow a policy of “**no intervention**” in group processes. Their style is called “Laissez faire” or “free rein”.





**THANK YOU FOR LISTENING!**