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Participative Leadership

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Participative Leadership

A change will be useful if a company's leadership involves its employees in making decisions that determine the next plan of action. The leader understands that employees have unmatched skills and ideas that can help resolve the issue or come up with ways to execute change (Griffin et al., 2020). The statement "Participative leadership involves sharing leadership" means that other members of an organization such as employees can share leadership roles when it comes to effecting change. Participative, as the word suggests, means taking part or being a part of an activity. A participative leadership strategy is a useful tool in a business setting because, for starters, employees are involved in the problem-solving committee to come up with ways that can change the circumstances of the company at that moment (Akpoviroro et al., 2018). With this kind of leadership in place, it means that employees will be quick to accept any change that might be made since they participated in making the change.

In such a case, employees' attitudes towards the company will change, and their morale will be boosted because they feel responsible for the businesses' success (Chan, 2019). This kind of leadership increases collaboration among the employees instead of competition in that, instead of seeing one's colleague as a competitor or a threat when it comes to promotion, it encourages collaboration. In that, the employees regard each other as business partners or associates working together to obtain a common goal. Despite its effectiveness, it tends to take longer during the decision-making process; this is because the opinions shared are a lot, and it needs to be filtered for a practical decision to be considered.

References

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