

U
by U U

Submission date: 25-Jun-2020 05:55AM (UTC-0700)

Submission ID: 1349511986

File name: Leadership_Styles.docx (19.46K)

Word count: 644

Character count: 3542

Leadership Styles for Managers

1

Student's Name

Institution

Course

Instructor's Name

Date

Leadership Styles for Managers

In an organization, managers are responsible for organizing, planning, controlling, and leading employees and their duties. Managers are considered as leaders who are appointed to see through the work done by employees when the senior leaders are not available. Their primary purpose is to monitor and evaluate the performance of employees. Additionally, managers allocate available resources to the company, such as workforce, material resources, and financial resources. They are also involved in setting short-term goals for the organization and help in making long-term decisions through facilitating the executive committees in the company. Since they are considered leaders, they use certain leadership styles to lead employees in an organization.

Such leadership styles include autocratic, participative, and free rein styles (Yahaya & Ebrahim, 2016). The authoritarian leadership style involves managers in making a decision and announcing it to the employees in an organization. They also present ideas and invite questions from the employees. With this kind of leadership, many employees get to improve their performance levels. For instance, in an organization I used to work with as an intern, the manager used the autocratic leadership style to manage the employees. The manager was given the authority to control and make decisions for employees. Notably, his manager was fair, and he would not take his power for granted. We used to love him since he was not arrogant or self-centered when performing his roles as a manager. Even though he was strict and controlling, he used to get things done in the organization, and employees respected him more because of his commitment and determination.

The next leadership style is participative or democratic. This kind of leadership involves managers to present decisions that would lead to change in the organization. Here, the managers

offer the employees' problems and welcome suggestions on how the problem can be solved. The best solution is used to solve the problem or challenge in the business. Also, managers give employees the change to make decisions on how they can go about a particular issue, especially if employees are put in groups to work on a project. This leadership style encourages employees to make decisions to solve a problem facing the organization (Fiaz et al., 2017). For example, a manager I read about in a particular article practiced the democratic leadership styles to her employees. The style is effective, but it seemed slow and indecisive. However, if the decision is made and implemented into solving the problem, it works well and benefits everyone in the company.

The third leadership style is free rein, whereby managers permit employees to function on their own. However, there are limits placed which are defined by the superiors of the organization. Here, the managers offer less guidance to the employees, but they provide every available resource to enable employees to work well without any constraints. Normally, in an organization where individuals lack the knowledge of operating some of the resources provided, this leadership style would not fit such an organization (Yahaya & Ebrahim, 2016). For example, in an organization where new technology equipment has been brought to enhance employees' performance, and most of them do not know about operating them would lead to slowing the company's progress.

The leadership style I liked more is the participative style since employees are allowed to make decisions to increase the company's performance level. The most effective style, in my opinion, is autocratic since the managers make sure that things are done in a manner that would enhance the improvement of the company's performance.

References

- Fiaz, M., Su, Q., & Saqib, A. (2017). Leadership styles and employees' motivation: Perspective from an emerging economy. *The Journal of Developing Areas*, 51(4), 143-156.
- Yahaya, R., & Ebrahim, F. (2016). Leadership styles and organizational commitment: a literature review. *Journal of Management Development*.

ORIGINALITY REPORT

2%

SIMILARITY INDEX

2%

INTERNET SOURCES

0%

PUBLICATIONS

0%

STUDENT PAPERS

PRIMARY SOURCES

1

www.tutorialanswer.com

Internet Source

2%

Exclude quotes Off

Exclude bibliography On

Exclude matches Off