LEADERSHIP

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LEADERSHIP

• Process of directing and influencing the total task related activities of a group.

• STYLES:
  Task oriented style
  Employee oriented style
MANAGERIAL GRID/LEADERSHIP GRID

High

1,9
Country Club

9,9
Team Management

Middle of the 5,8
Road Management

Low

Improved Management
1,1

Authority Compliance
9,1

Low

Concern for production

High

Compliance

Blake & Mouton

Concern for people
MANAGERIAL GRID/LEADERSHIP GRID

- Contingency Approach – Situation Leadership
- Hersey & Blanchard – According to Subordinator desire for achievement, experience, ability and willingness to accept responsibility.
TRANSFORMATIONAL / CHARISMATIC LEADERSHIP

• Have an exceptional impact on organisation.
• Motivate – More than what we can do raising our sense of the importance and value of our tasks.
• Raising our need level to higher order needs.
• Traits Approach – Many traits – How much of a trait?.

• PATH OF GOAL THEORY
  – Help subordinates achievers enterprise and personal goals.
  – Leader influences the path between behaviour goals.
  – Uncertain situation, or routine tasks.
Leader

Automatic Leader

Follower

F

F
Democratic Or Participative leaders
Free-rein Leader

L

F

F

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