

# Business study guide

## **What is a leader?....**

A leader is someone who inspires motivation and passion in his followers; a leader is someone with a vision and the determination to realize it with the work of their team.

## • leadership styles

### **Commanding leadership**

Autocratic approach- orders; disciplinary action and tight control. This style should only be used in essential moments or in a crisis situation. With this style of leadership, the leader wants to demand immediate compliance.

### **Visionary leadership**

This type of leadership is inspiring and empathic. The leader sets a vision and encourages their team members to be proactive. With this type of leadership, the leader wants to mobilize people towards a vision.

### **Affiliative leadership**

Promotes harmony within the team and emphasizes emotional connections. Connects with their team by encouraging inclusion and resolving conflicts. With this type of leadership, the leader wants to help and motivate people in stressful situations.

### **Democratic leadership**

This style of leadership focuses on collaboration. Is best used in any situation that requires a big change for the entire team. Seek expert opinion when your knowledge is less than your team's knowledge. With this type of leadership, the leader wants to look for consensus through participation.

### **Pacesetter leadership**

This style of leadership is more focused on results than the way they are achieved. Leaders using this style of leadership demand from their team when results are below expectations; this style of leadership will not work well with an unconfident team who lack experience or motivation. With this type of leadership, the leader wants to set high standards of performance in the team.

### **Coaching leadership**

This style of leadership connects people's personal goals with the organization's goals. This style establishes rapport and trust, and increases motivation. It works best for

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**S Marginson**



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