Leadership
Structure

- Leaders – born or made?
- Leadership traits
- Leadership styles
- Metacategories of Leadership
- Communication
Born  Made
Leaders – born or made?

- Some believe that Leaders are born and have a specific „leadership gene“
- People can become leaders through the process of teaching, learning and observation
- Leadership is set of skills that can be learned by training, perception, practice and experience over time
- Leadership learning is lifetime activity
- Leadership can be learned by anyone

→ **Leaders are made not born!**
Leadership traits

- **Leadership** → influencing, communicating, serving and motivation

It contains a variety of characteristics:

- Outstanding personality
- High amount of knowledge
- Excellent social skills

To become a good leader!
Leadership style

- **Autocratic**
  - Command & Control
  - Authority, who tells what to do
  - Power to make all decisions
    - Usually used with Trainees

- **Democratic**
  - Involves employees in decisions
  - Delegates responsibility
  - Has Power to say final word
    - Usually used with leading experts

- **Free-rein**
  - Employees makes own decision with little leadership help
    - Used in virtual offices

LEADERSHIP-styles depends upon situations and can be change!
Metacategories of Leadership

- Ohio state studies:
  - Two major categories of Leader behaviour
  - 1. Consideration (people- oriented)
  - 2. Initiating structure (task- oriented)
Communication

- To explain values, strategies, goals; → to motivate
- To give feedback
- To listen
- To praise employees work → to motivate
- To criticize employees work
- To prevent mistakes