

# **LEADERSHIP**

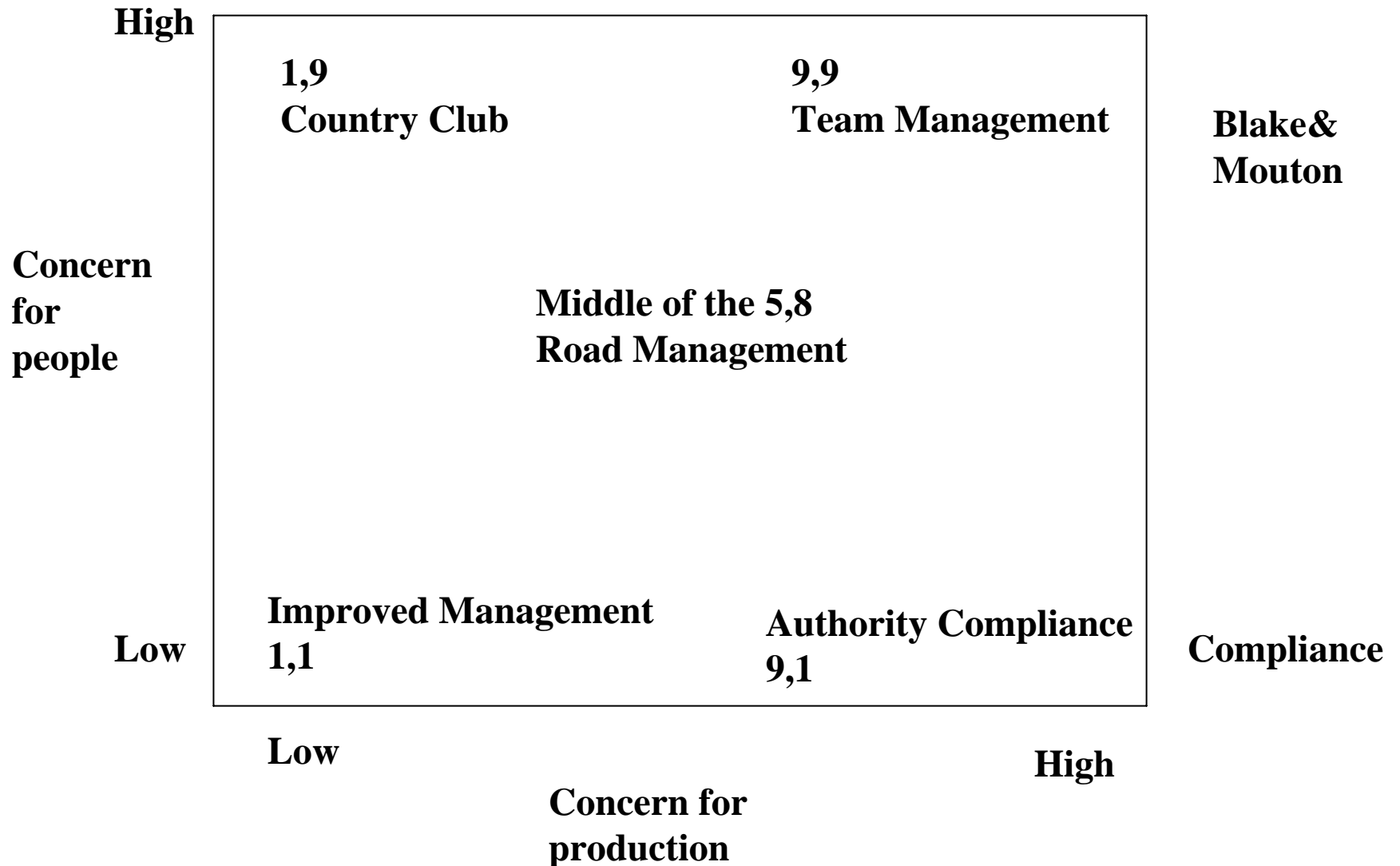
**Dr. M. Thenmozhi**  
**Professor**

**Department of Management Studies**  
**Indian Institute of Technology Madras**  
**Chennai 600 036**  
**E-mail: [mtm@iitm.ac.in](mailto:mtm@iitm.ac.in)**

# 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



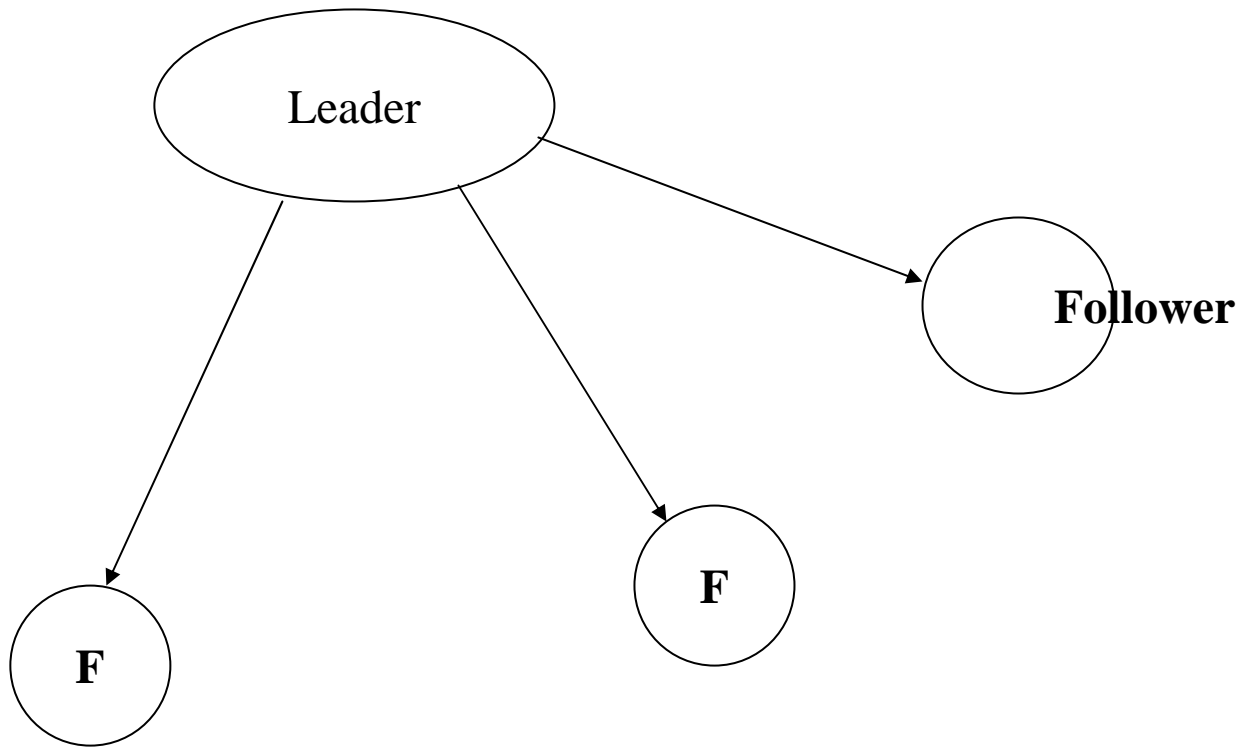
# MANAGERIAL GRID/LEADERSHIP GRID

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

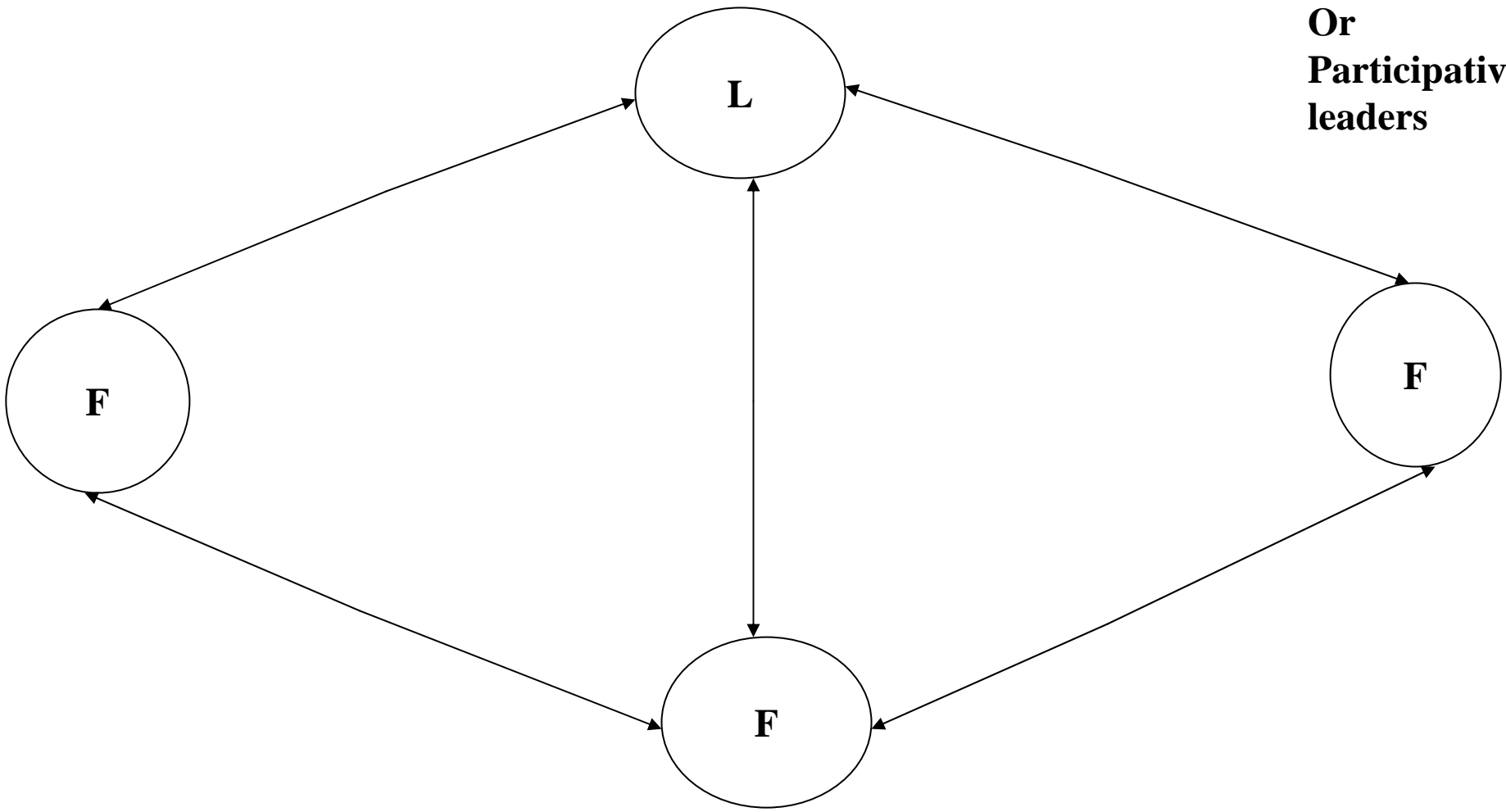
# **TRANSFORMATIONAL / CHARISMATIC LEADERSHIP**

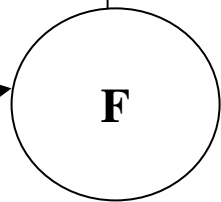
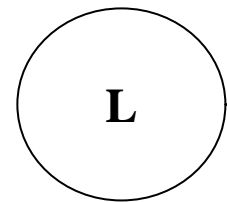
- Have an exceptional impact on organisation.
- Motivate – More than what we can do raising our sense of the importance and value of our tasks.
- Raising our need level to higher order needs.
- Traits Approach – Many traits – How much of a trait?.
- **PATH OF GOAL THEORY**
  - Help subordinates achieve enterprise and personal goals.
  - Leader influences the path between behaviour goals.
  - Uncertain situation, or routine tasks.

**Automatic  
Leader**



**Democratic  
Or  
Participative  
leaders**





**Free-rein  
Leader**

