

Leadership Styles: Vroom Leader Participation Model

Decide: Leader makes the decision alone and either announces or sells it to group.

Consult Individually: Leader presents the problem to group members individually, gets their suggestions, and then makes the decision.

Consult Group: Leader presents the problem to group members in a meeting, gets their suggestions, and then makes the decision.

Facilitate: Leader presents the problem to the group in a meeting and, acting as facilitator, defines the problem and the boundaries within which a decision must be made.

Delegate: Leader permits the group to make the decision within prescribed limits.

Contingency Theories

Path-Goal Model

- States that the leader's job is to assist his or her followers in attaining their goals and to provide direction or support to ensure their goals are compatible with organizational goals.
- Leaders assume different leadership styles at different times depending on the situation:
 - **Directive leader**
 - **Supportive leader**
 - **Participative leader**
 - **Achievement oriented leader**



Path-Goal Theory



