

# LECTURE 6

## **POWER & LEADERSHIP**

# What is Power and Leadership?

Power is the ability to influence someone else to do something you want or make things happen the way you want it to be.

Leadership is the process of inspiring others to work hard to accomplish important. Successful leadership relies on acquiring and using all source of powers.

# Formal Power

Includes:

- Reward Power
- Coercive Power
- Legitimate Power
- Information Power

# Informal Power

Includes:

- Expert Power
- Referent Power
- Charismatic Power

# Acceptance Theory of Leadership

For a leader to achieve influence, the other person must:

- Truly understand the directive.
- Feel capable of carrying out directive.
- Believe the directive is of organisation's best interest.
- Believe the directive is consistent with personal values.

# Empowerment

Is the process through which managers enable and help others to gain power and achieve influence.

Effective leaders empower others by providing them with information, responsibility, authority and trust.

# Important traits of Leadership

- Drive
- Self-confident
- Creativity
- Cognitive ability
- Business knowledge
- Motivation
- Flexibility
- Honesty and integrity

# Task Concerned Leaders

- Plans and defines work to be done.
- Assigns task responsibility.
- Sets clear work standard.
- Urges task completion.
- Monitors performance results.

# People Concerned Leaders

- Acts warm and supportive toward followers.
- Develop social rapport with followers.
- Respects the feelings of followers.
- Is sensitive to followers' need.
- Show trust in followers

# Blake & Mouton Leadership Grid

1. Team Management

2. Authority Obedience Management

3. Country Club Management

4. Impoverished Management

5. Middle of the road Management

# Hersey-Blanchard Situational Leadership

## **Readiness:**

How able and willing or confident followers are in performing a task.

1. Delegating

2. Participating

3. Selling

4. Telling

# House's Path Goal Leadership

Effective leadership deals with path through which followers can achieve goal.

1. Directive Leadership
2. Supportive Leadership
3. Participative Leadership
4. Achievement oriented Leadership

# Vroom-Jago Leader Participation Theory

Helps leader to choose the method of decision making that best fits the nature of the problem situation.

1. Authority Decision

2. Group Decision

3. Consultive Decision

# Issues in Leadership Development

- Charismatic Leaders
- Transactional Leaders
- Transformational Leaders
- Emotional Intelligence
- Gender and Leadership