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**LEADERSHIP
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SKILL – LEADERSHIP



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1) **Aim** – This course aims at raising awareness on the importance of leadership skills in the work environment and how can employees work towards enhancing them.

2) **Objectives**

- a) To understand the concept of leadership and its usefulness
- b) To be able to identify different leadership styles
- c)

3) **Content**

- ❖ Definition of critical Leadership and the aspects of a good leader
- ❖ Leadership vs Management
- ❖ Different Leadership styles



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What is it?



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The ability of an individual or a group of people to influence and guide followers or members of an organization, community, or team is referred to as leadership. Leadership is frequently associated with a person's title, seniority, or position in a hierarchy. However, it is an attribute that anyone can have or achieve, even those who do not hold positions of leadership. It is a learnable ability that may be developed through time.

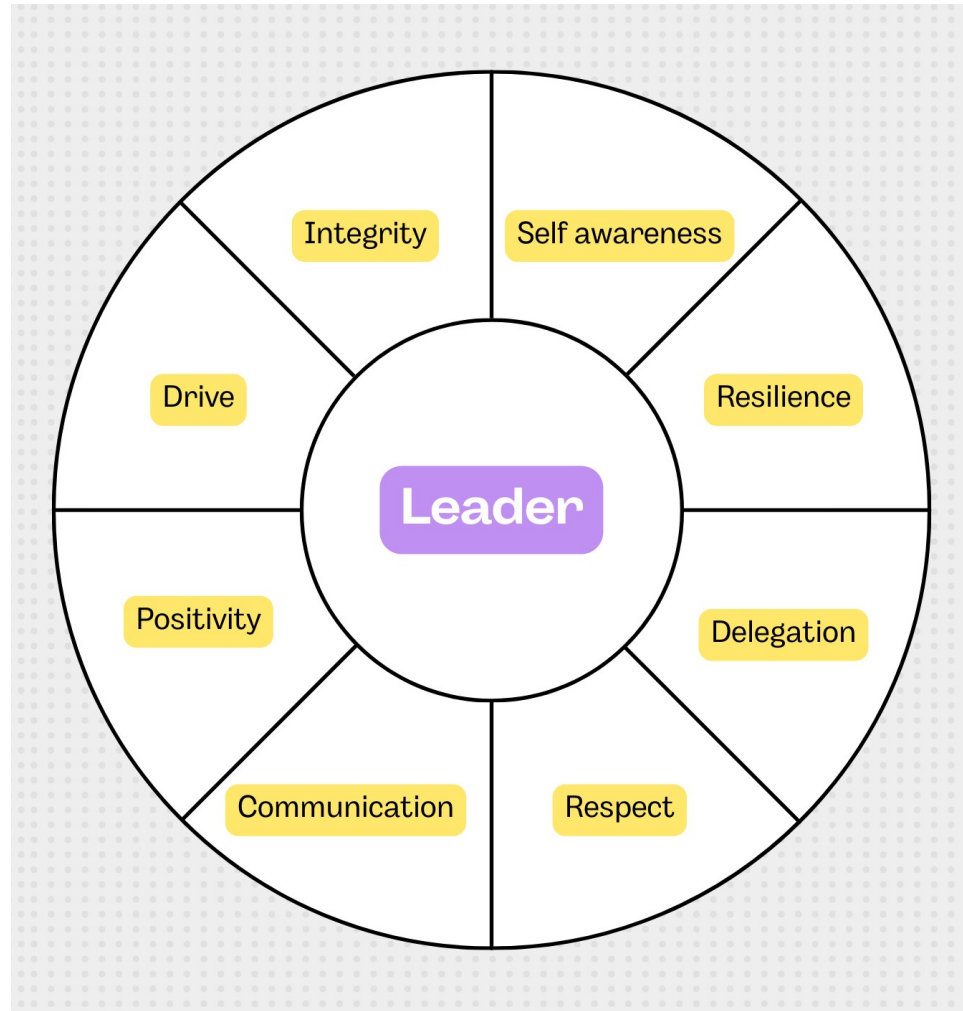


https://www.youtube.com/watch?v=18UVXW-x2_8

Leaders can be found and are needed in nearly all aspects of society, including business, politics, religion, and social and community organizations. Leaders are viewed as those who make sound, albeit often tough, judgments. They express a clear vision, set attainable goals, and provide followers with the information and resources they need to achieve those goals.

Leadership is about problem solving, encouraging creativity, matching business goals with personal aspirations, and more.

As a result, a leader must possess unique attributes that set them apart from other company roles.





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Why is it important?

Leadership is critical to the success and direction of an organization. Organizations rely on effective leaders to convey their mission, vision, and goals, unite team members around those goals, and then see them through to completion. These qualities are especially critical during times of crisis.

Strong leadership is essential for an organization's competitiveness since it encourages change and innovation. The best executives keep an eye on shifting industry trends, encourage fresh ideas from within their organization, and bring in innovative thinking.



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Leadership vs management

The terms leadership and management are used interchangeably, however they do not refer to the same thing. Leadership entails developing and communicating a vision, as well as encouraging people to strive toward that vision. However, leaders may not be skilled at or involved in the day-to-day management of the work required to make that vision a reality.



<https://media.geeksforgeeks.org/wp-content/uploads/20230116215715/Leadership-vs-Management.png>



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Different Styles of Leadership

The behavioral approach used by leaders to influence, motivate, and direct their subordinates is referred to as leadership style. A leader's leadership style affects how he or she implements plans and tactics to achieve certain goals while taking into account stakeholder expectations and the well-being and soundness of their team.

1. Democratic leadership

A democratic leadership style is one in which a leader bases choices on feedback from team members. It is a collaborative and consultative leadership style in which each team member can contribute to the overall direction of current tasks. However, the leader is ultimately responsible for making the decision.

2. Autocratic Leadership

Autocratic leadership is diametrically opposed to democratic leadership. In this situation, the leader makes all choices on behalf of the team without consulting or soliciting advice from them. The leader has complete authority and accountability. They have complete control over all tasks to be completed.



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Different Styles of Leadership



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3 Laissez-faire Leadership

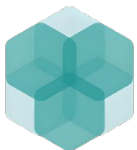
Laissez-faire leadership is correctly defined as a hands-off or passive leadership style. Instead, leaders empower their team members with the tools, information, and resources they need to complete their respective tasks. Employees who are creative, talented, and self-motivated benefit from a laissez-faire leadership style. The team's level of trust and independence can be uplifting and productive, leading to job satisfaction.

4. Transformational Leadership

Transformational leadership is all about inspiring team members to continuously raising the bar and doing things they never thought they were capable of. Transformational leaders want the best from their teams and continually push them until their work, lives, and enterprises undergo a transformation or significant improvement.

5. Transactional Leadership

Transactional leadership is primarily focused on the near term and is best defined as a "give and take" transaction. Team members agree to follow their leader's direction in accepting a job; as a result, it is a transaction involving payment for services done. Employees get compensated for the work that they would have done anyhow. If you meet a certain goal, you will receive the promised bonus. This is especially true in sales and marketing positions.



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Different Styles of Leadership

In a nutshell...



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TRANSACTIONAL LEADERSHIP

- Focus on goals
- Use rewards or punishments for motivation
- Are reactive in nature

TRANSFORMATIONAL LEADERSHIP

- Focus on vision
- Use charisma and enthusiasm for motivation
- Are proactive in nature



Thank you!

