

2 nd year of license- Commerce	2 nd Lesson	Dr. GOURI M
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Leadership and group dynamics

Part 01: GROUP DYNAMICS

Definition of the group:

A group is two or more people who interact with each other, share common beliefs and view themselves as being members of a group. People must deal with one another on a continuing basis. A group exist in an organization if its members:

- are motivated to join.
- Perceive the group as a unified unit of interacting people.
- Reach agreement and have disagreement through various forms of interactions. \

Formal/ Informal groups:

-Formal groups: found in organizations where people are frequently assigned to work in groups. Are task oriented.eg. A committee, a department.

Therefore, every organization member must belong to at least one organizational group.

-Informal group arise from social interactions among organizational members.

Membership in such groups is voluntary and more heavily based on interpersonal attractions.

Definition of a group dynamics:

Group dynamic are the interactions and forces among group members in social situations. Focuses on dynamics of member of both formal or informal groups. Describes how groups are organized and conducted in terms of:

- group leadership,
- members' participation.
- cooperation in the group.

Part 02: LEADERSHIP

Leadership is the most important role in the group structure.

Definition of a leadership style:

Leadership styles can be defined as a person's way of governing, directing, and motivating followers.

Researchers have proposed a number of different leadership styles characterized by those in business, politics, technology, and other major fields.

Types of leadership styles:

Style	Characteristics
Authoritarian (autocratic/dictatorial leadership)	-Close supervision. -Lack of input from followers. -Complete control. -Total authority. - Solo decision making.
Democratic leadership	-Shared decision making responsibilities. -Social equality. -Creativity. -High engagement from group members.
Laissez Faire leadership	-Little direction from the leader. -Lots of freedom for group members. -Team members are responsible for making all Decisions. -Great deal of autonomy.
Transactional (managerial) leadership	-Lots of instruction. -Clear expectations. -Clear goals. –Inflexibility. –Efficiency. -Focused on following rules.
Transformational leadership	- High levels of motivation, inspiration, and commitment. People with this leadership style take charge of the group.