

Leadership Styles and Negotiating Styles

I- Leadership Styles

There are four main leadership styles:

1- Autocratic Leadership:

Also called authoritarian leadership; In this approach, direction “comes from the top, a singular figure who ... determines strategic, policies, procedures, and the direction of the organization,” notes the University of Arizona Global Campus. Autocratic leaders are “rarely interested in feedback, and they prefer to hold all of the power and be in charge.” Thus, it is characterized by centralized decision making.

2- Democratic Leadership:

Democratic leadership, also sometimes called participative leadership, is a management style that thrives on getting input from employees. In a democratic business environment, the leader acts as a guide and facilitator, but team members have a significant say in decisions. It is characterized by flexibility, creativity, collaboration, and communication.

3- Laissez-faire Leadership:

Also known as delegative leadership, is a management style in which leaders give their employees a great deal of autonomy and freedom to make decisions. This style is often characterized by a hands-off approach, with leaders providing minimal guidance and direction. It is characterized by autonomy, minimal supervision, empowerment, and trust.

4- Charismatic Leadership:

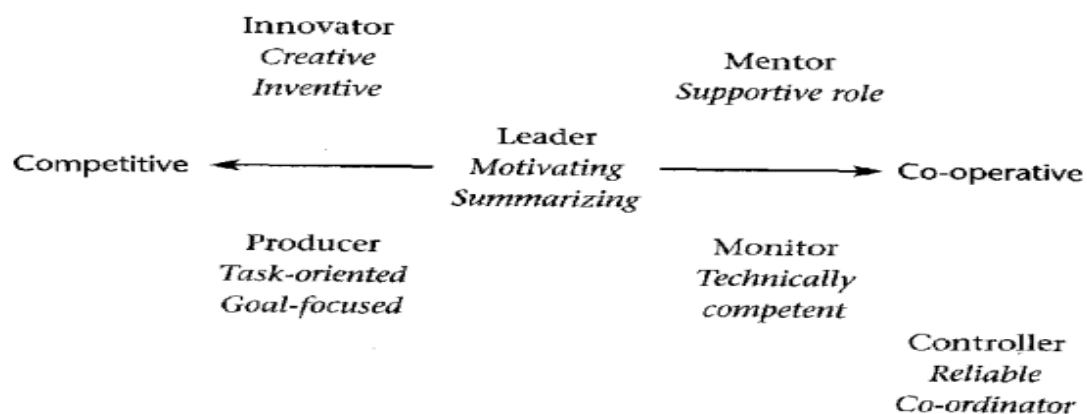
Charismatic leadership is a style of leadership where the leader inspires and motivates followers through their personal charisma, charm, and persuasiveness. Charismatic leaders have a way of connecting with people on an emotional level and making them believe in a shared vision. It is characterized by vision, communication skills, confidence, passion, and empathy.

• Team Building

The whole point of teamwork is that people work together. The most effective teams contain a balance of different people with different skills. For example, a team needs innovators. These are creative, ideas-oriented people. They look for new solutions and explore alternatives. The team also needs producers, people who get results. These are task-oriented and understand the objectives of the team. Both of these types tend to be competitive. Balancing this needs more co-operative

individuals. These may include mentors who support team members and make sure good relationships are maintained. Others are monitors with technical expertise and the ability to check progress, measure performance and ensure that things are both possible and desirable. Another important role is the controller who works on all levels of co-ordination and organization of the team. At the heart of the team is the leader. His/her role is to make sure that all parts of the team work well together. He/she must motivate team members to achieve the agreed objectives. He/she is also responsible for summarizing and reporting the work of the team. Team building in the workplace creates a sense of collective responsibility. Everyone shares in success, everyone learns from mistakes, everyone works together to help everyone else. The result is, in theory, more harmony, less competition; more support, less isolation; more job satisfaction and lower turnover of staff. The combined result is more success.

Balancing roles in an effective team



II- Negotiating Styles

Most people negotiate to gain some advantage to themselves or to their side. The fighter is only interested in his side winning and the other side losing. This is a hard style of negotiation and involves making demands. In business, it is often better to negotiate to independent advantage. This means each side thinks about its advantages, but knows that the result will bring either common benefits or different advantages to each side. Both sides get something and are happy with the result. In this type of negotiation everyone makes concessions. This is sometimes called a win/win negotiation. Another style of negotiation is seen in the creative negotiator. Here both sides look for agreement. Agreement is the main objective and one or both negotiators have a soft negotiating style .