THE BLAKE-MOUTON MANAGERIAL GRID AND PATH-GOAL THEORY

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In 1964 the Blake-Mouton Managerial Grid was created, and it highlights the most appropriate style to use, based on your concern for your people and your concern for production.

People-oriented style focusing on organizing, supporting, and developing your team members. This participatory style encouraging good teamwork and creative collaboration with the group members.

With task-oriented leadership, it focusses on getting the job done. It defined work and the roles are required, put structure in places, and plan, organize, and monitor works.

The best style to use is one that has both a high concern for people and a high concern for the task – it argues that should aim for both, rather than trying to offset one against the other, according to this model. Clearly, this is an important idea!

In 1971, the Path-Goal Theory was published. It is useful and may also have to think about what team members want and need. For instances, the highly capable individual, who assigned to a complex task, will need a different leadership approach from individual with low ability, who assigned to an ambiguous task. The former wanted a participative approach, while the latter needed to be told what to do by the individual. Path-Goal Theory could identify the best leadership approach to be use, based on people's needs and wants, the task that they are doing, and the environment that they are working in.
References:

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