USEFUL LEADERSHIP STYLE FRAMEWORKS

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Some useful approaches that can use to become a more effective leader. Personal approach is likely to be a blended of these, it is depending on own preferences, people's needs, and situation are in.

Kurt Lewin, a psychologist created a framework in the 1930’s, and provided the foundation of many of the approaches that followed afterwards. He stated the three (3) major styles of leadership:

Autocratic leaders. They make decisions without consulting their team/group members, even if their input would be useful in the team/group. This can be appropriate in making decisions quickly, when there is no need for team/group input, and when team/group agreement is not necessary for a successful outcome. It is demoralizing in the part of members, and can lead to high levels of absenteeism and staff turnover.

Democratic leaders. They make the final decisions, but they include team/group members in the decision-making process. They encourage creativity, and group member are often highly engaged in projects and decisions. As a result, team/group members tend to have high job satisfaction and high productivity. This is not always an effective style to use when needed to make a quick decision.

Laissez-faire leaders. They give their team/group members a lot of freedom in how they do their work, and how they set their deadlines. Provide support with resources and advice if needed, but do not get involved. This autonomy lead to high job satisfaction, but it can be damaging if team/group members do not manage their time
well, or if they do not have the knowledge, skills, and self motivation in work effectively. It can occur when managers do not have control over their work and their people.

Lewin's framework was very popular and useful, because it encourages leaders to be less autocratic than instinctively be.

References:

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