

Strategy and Leadership PV237

Ing. Michala Homolova, MBA.



Strategy and Leadership PV237

Leadership



Leadership Theories

**Who leaders are / What leaders do /
Under what circumstances**

- **Traits - leaders are born not made**
- **Behaviors - leaders behave in certain way**
- **Situational Leadership - leadership based on circumstances**



Leadership Styles

- **Transactional Leaders**

Leaders who clarify goals, roles, and responsibilities, typically meet their deadlines within their budget and in the expected quality.

- **Transformational Leaders**

Leaders who generate awareness and acceptance of group's purpose and get employees see beyond their own needs for the good of the group. They make their followers believe they are a vital part of the organization. Their teams typically overperform.



Leadership Styles

- **Transactional Leaders**

Reward for performance

Management by exception: searches for deviations and corrects them



Leadership Styles

- **Transformational Leaders**

Idealized Influence: Provides vision and sense of mission, instills **pride**, gains **respect** and **trust**

Inspiration: Communicates **high expectations**, uses symbols to focus effort, expresses important messages in simple ways

Intellectual Stimulation: Promotes **intelligence**, rationality, and **careful problem solving**

Individualized Consideration: Treats people individually, **CARES**, coaches, advises



Leadership fast track course

- **A short course on leadership (Adair, 1983)**

The six most important words ...

“I admit I made a mistake”

The five most important words ...

The four most important words ...

The three most important words ...

The two most important words ...

The one most important word ...

The least most important word ...



The surprising truth about what motivates us

- <https://www.youtube.com/watch?v=u6XAPnuFjJc>



Assignment 5

- **24 hours take away**
- **Those who did not attend, think about your own completion of Adair's fast course on leadership (I don't want you to google it, but think it from scratch!)**

