

**LEADERSHIP**

# **Leadership:**

**Leadership is process of influencing the activities of an individual or-a-gp in efforts towards goal achievement.**

**It is the behaviour of an individual when he is directing the activities of a gp towards a shared "GOAL".**

# **Theory (X) and Theory(Y)**

## **M.C.Gregar-1960:**

### **X-Theory:-**

**The leader will have the following opinion:-**

**Employees inherently dislike to work- whenever possible will attempt to avoid.**

## **Y-Theory:**

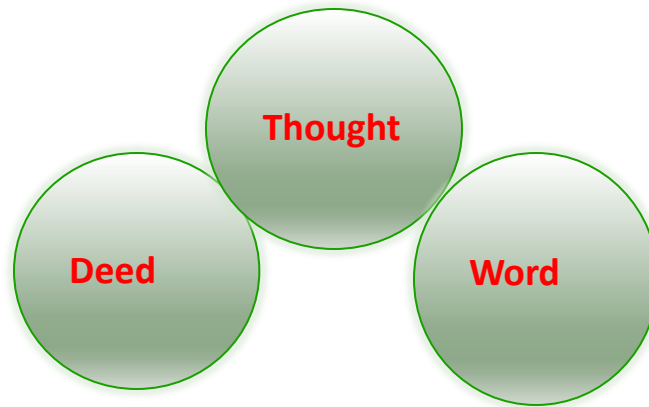
**Employees can view Work as natural as Rest or Play-**

**People will exercise self-direction and self control if they are committed to objectives.**

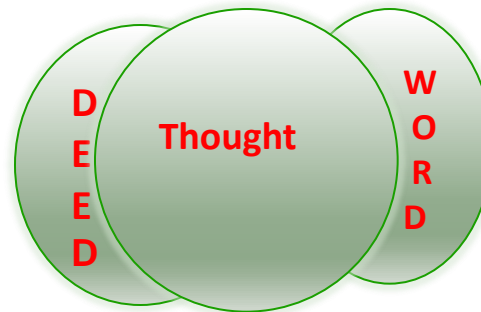
**The average person can learn to accept and seek responsibility.**

**The ability to make innovative decision is widely dispersed and not sole province of a leader alone.**

**A good leader will have to maintain harmony thought, word and deed.**

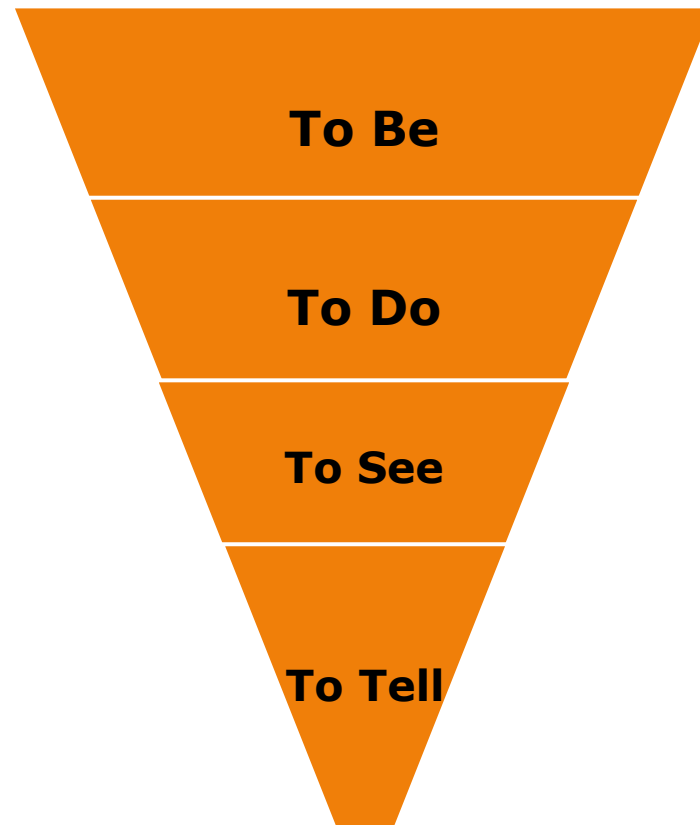


**Clever Person**



**Trust Worthy Person**

# Leadership Process



**"To Be"** is the source of leadership.

**"To Do"** is the style by personal example.

**"To See"** and **"To Tell"** are the functions tools and techniques of leadership.

## **To See:-**

- **Being absolutely clear about the goal**
- **Collecting and evaluating all relevant information.**
- **Going out to actually get a feel of the things on the spot.**

# **‘Appreciation’**

- Estimate the situation**
- Decision making.**
- Planning**
- Implementation.**



**Taking care of**  
**Task needs**  
**Group needs**  
**and**  
**Individual needs.**

## Functions for task needs-

- Defining the task.
- Making a plan
- Allocating work and resources
- Controlling quality and tempo of work.

# Functions of Individual needs

- Attending personal problems
- Praising
- Knowing the individuals personally
- Recognizing and using special abilities.
- Training individuals.

## Leader's words:

The six important words

The six-----I admit I made a mistake

The five-----I am proud of you

The four-----What is your opinion

The three-----If you please

The two----- Thank you

The one----- we

and

The last, least----- I

The influence of a leader can make the gp to win or lose.