

# **Management Concepts and Organisational Behaviour**

## **Unit 5**

**MBA/BBA/B.com / UGC Net**

**By**

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# Leadership: What is leadership

- Leadership is a process of social influence, which maximizes the efforts of others, towards the achievement of a goal.

# Types of leaders /Leadership Styles

## 5 Types Of Leadership

- 1** **Transactional:** work = reward
- 2** **Situational:** adaptability
- 3** **Autocratic:** individual control
- 4** **Laissez-faire:** hands-off
- 5** **Participative:** collaborative

# traits and qualities of effective leader,

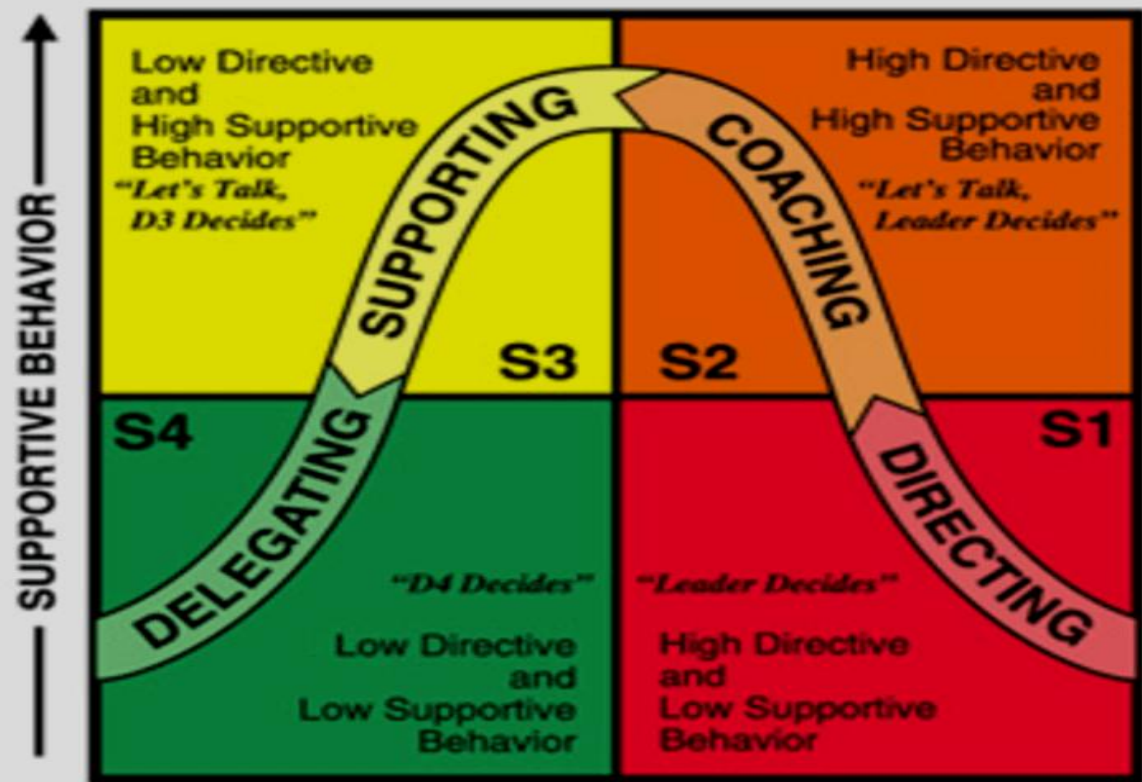
- Integrity/dependability/drive. This characteristic includes endurance and enthusiasm.
- Self-confidence.
- Desire to influence others.
- Ethical and moral character.
- Intelligence.
- Relevant knowledge.

# Trait Theory

- The trait theory of leadership suggests that certain inborn or innate qualities and characteristics make someone a leader. These qualities might be personality factors, physical factors, intelligence factors, and so on.
- For example, the late Steve Jobs was known for his charisma. His ability to passionately articulate his visions made people want to follow his lead.



High



Low

**DIRECTIVE BEHAVIOR**

High

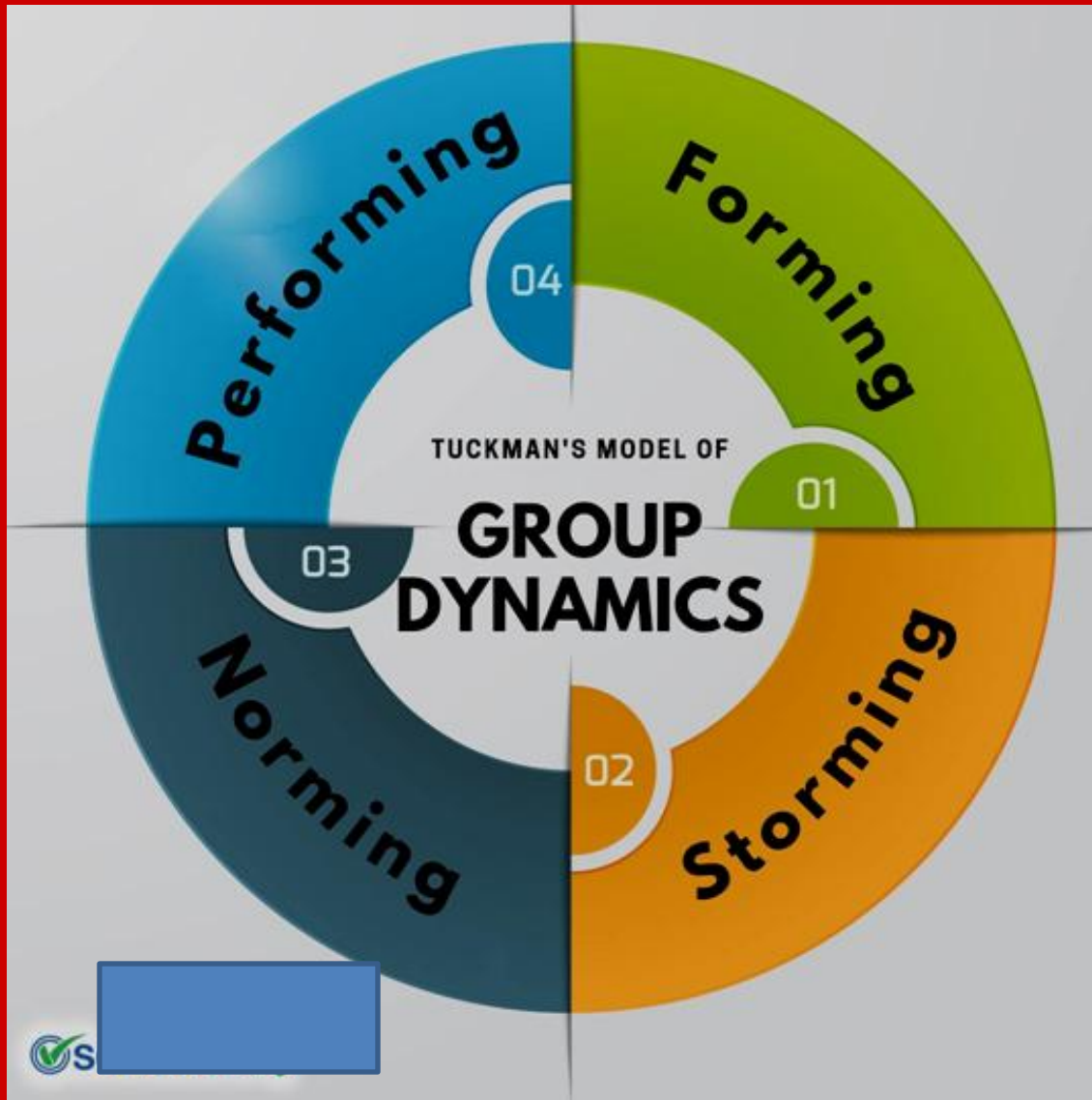
# Team Building

**Team building** is the process of strengthening bonds between members of a group for the purpose of more efficiently achieving the group's goals.

# Tuckman Model of Team Development.

- These stages are commonly known as: Forming, Storming, Norming, and Performing . Tuckman's model explains that **as the team develops maturity and ability, relationships establish, and leadership style changes to more collaborative or shared leadership.**
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# 5. ADJOURNING

# Organizational Change:

Meaning of organizational change.

approaches to managing organizational change

Organizational change is **the movement of an organization from one state of affairs to another**. Organizational change can take many forms.

- Creating A Culture For Change
- Implementing The Change,

# Kurt Lewin Model of change.

- Kurt Lewin developed a change model involving three steps: **unfreezing, changing and refreezing**. For Lewin, the process of change entails creating the perception that a change is needed, then moving toward the new, desired level of behavior and, finally, solidifying that new behavior as the norm.

## LEWIN'S CHANGE MANAGEMENT MODEL

Un-Freeze



Change



Freeze



