

## LEADERSHIP STYLES OF THE TEAMS: A STUDY

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### **Abstract**

*The present study is an attempt to examine the Leadership Style of The Teams. The study is based on secondary data collected from several published and website sources. Leadership style concepts may be valuable in identifying strengths and weaknesses of current and future leaders, and leadership style inventories and assessments are available. They can also be used to identify what kind of leader is needed for a particular organization at a particular time and assist in choosing someone who has the desired leadership approach. Finally, they can be useful in increasing a leader's self-awareness of his or her own leadership preferences and approaches for the purpose of self development.*

### **INTRODUCTION**

Teamwork is essential for competing in today's global arena, where individual perfection is not as desirable as a high level of collective performance. In knowledge based enterprises, teams are the norm rather than the exception. Team leadership plays a critical role in fostering commitment, accountability, and team success. The Team leader must ensure that the right mix and level of skills are resident on the team. They are also responsible for effectively managing relationships outside the team, overcoming obstacles to success, and creating leadership opportunities for others. Good leaders are made not born. If you have the desire and willpower, you can become an effective leader. Good leaders develop through a never ending process of self-study, education, training, and experience.

To inspire your workers into higher levels of teamwork, there are certain things you must be, know, and, do. These do not come naturally, but are acquired through continual work and study. Good leaders are continually working and studying to improve their leadership skills; they are NOT resting on their laurels. Before we get started, let's define leadership. Leadership is a process by which a person influences others to accomplish an objective and directs the

organization in a way that makes it more cohesive and coherent. Leaders carry out this process by applying their leadership attributes, such as beliefs, values, ethics, character, knowledge, and skills. Although your position as a manager, supervisor, lead, etc. gives you the authority to accomplish certain tasks and objectives in the organization, this power does not make you a leader...it simply makes you the boss. Leadership differs in that it makes the followers want to achieve high goals, rather than simply bossing people around.

All teams must shape their own common purpose, goals and approach. While a leader must be a working member of the team who contributes, she also stands apart from the team by virtue of her position as leader. A team expects their leader to use that perspective and distance to help them clarify and commit to their mission, goals, and approach. Do not be afraid to get your hands dirty (lead by example), but always remember what you are paid to do (get the job done and grow your employees). The term style has become more prominent in popular culture over the last decades, but its origins lie in psychological research on learning and personality. The original concept of style is that we all have preferences for the WAY we do things -- think, relate to others, interact, learn.

### **OBJECTIVES OF THE STUDY**

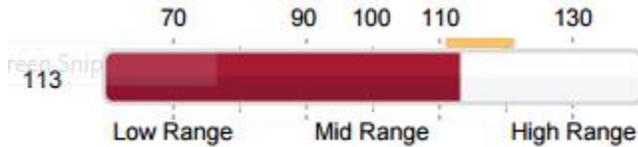
1. To measure team members perception about their team leader
2. To understand what kind of relationship exists between team leader and team members
3. To find out what kind of LEADER SHIP STYLES are existed in the teams
4. To suggest strategies to enhance team performance

### **NEED OF THE STUDY**

Leadership style concepts may be valuable in identifying strengths and weaknesses of current and future leaders, and leadership style inventories and assessments are available. They can also be used to identify what kind of leader is needed for a particular organization at a particular time and assist in choosing someone who has the desired leadership approach. Finally, they can be useful in increasing a leader's self-awareness of his or her own leadership preferences and approaches for the purpose of self development.

**Qualities of Leadership**

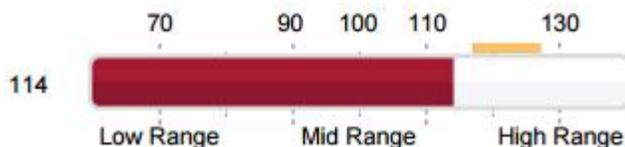
*Self-Regard (Respecting oneself; confidence):*



Leaders with self-regard respect themselves and accept both personal strengths and limitations while remaining satisfied and self secure. You are likely to be seen as a self confident leader who understands both personal strengths and weaknesses. It is important to ground your self-assuredness by using reality testing skills and by continually seeking feedback. You may Exercise considerable influence on key, strategic decisions. Demonstrate courage to stick by convictions even in the face of dissenting viewpoints. Use a leadership approach that leverages your strengths and delegates tasks in weaker areas. You may:

1. Exercise your considerable influence on key, strategic decisions.
2. Demonstrate courage to stick by your convictions even in the face of dissenting viewpoints.
3. Use a leadership approach that leverages your strengths and delegates tasks in your weaker areas. You scored well above average on Self-Regard and fall within the leadership bar

*Self-Actualization (Pursuit of meaning; Self-improvement):*

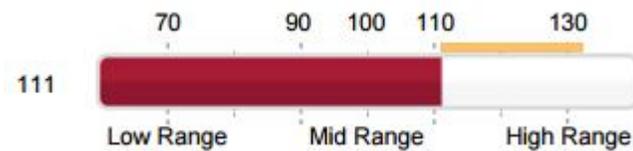


Self-actualization is strongly related to overall work success and performance. It can be summed up in three words: pursuit of meaning. While this may sound philosophical, as a leader, it means finding purpose and enjoyment in your role and performing to your fullest potential. Result

suggests that find deep meaning in work, set challenging goals for yourself, and expect the same level of engagement from others. In addition to the passion and drive you bring, In addition to the passion and drive you bring, your result may also mean that:

1. You feel as though you are exactly where you need to be.
2. You promote the growth and achievement of other employees.
3. Organizational goals are surpassed and high levels of performance are achieved. While you scored well above average on Self-Actualization, you could benefit from strengthening these skills and reaching the leadership bar.

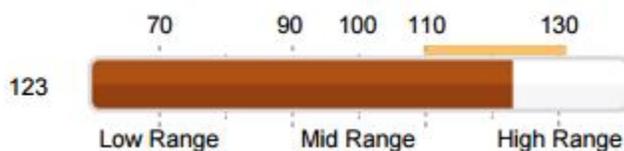
*Emotional Self-Awareness (Understanding own emotions):*



If you have a solid understanding of what brings about your emotions, it is much easier to regulate your behavior and control the impact your emotions have on employees in the organization. Ms. Sample, your result indicates that more than most people, you are conscious of your emotions and the impact they have on performance. You likely lead with composure and a full understanding of your impact on others. It is likely that you:

1. Can choose a course of action based on a “gut feeling” in time-constrained situations.
2. Generate respect, admiration, and honesty from employees because you are viewed as highly self-aware.
3. Generally take time to contemplate instead of acting rashly, thereby considering your emotional response and those of others. You scored well above average on Emotional Self-Awareness and fall within the leadership bar.

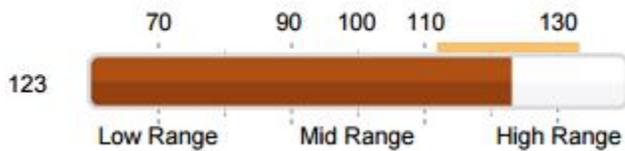
*Emotional Expression (Constructive expression of emotions):*



Think of Emotional Expression as the action part of the emotional experience. Leaders who effectively express their emotions find words and physical expressions to convey their feelings in a way that is not hurtful to others. Result suggests that it is natural for to describe emotions in a way that is genuine and consistent. You are likely an “open book”; team always knows how feel about a particular event or decision. Consider the following, which may be characteristic of you:

1. You are able to express most emotions through words, and have a large vocabulary of emotion words and/or facial expressions.
2. You find beneficial ways to express your emotions, both positive (e.g., appreciation) and negative (e.g., frustration).
3. You can foster strong engagement in your team, expressing your passion on particular issues and capturing their hearts with your emotion. You scored well above average on Emotional Expression and fall within the leadership bar.

*Assertiveness (Communicating feelings, beliefs; Non-offensive):*

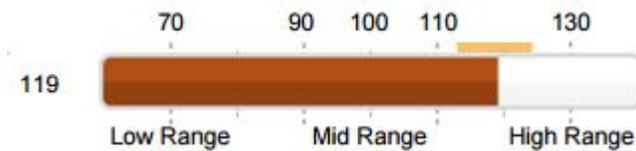


Picture a line between the words passive and aggressive. At the middle point of this line lies assertiveness, a place where you work with your team by finding the right language at the right time to express your feelings and thoughts. Results indicate you operate at the assertiveness midpoint of this line almost all of the time, articulating thoughts in a clear and confident way.

The following characteristics may apply to you:

1. You are firm and direct when making decisions.
2. You guide your team toward your goals by articulating your needs and protecting their resources.
3. You view your rights and those of your team’s as sacred. You scored well above average on Assertiveness and fall within the leadership bar.

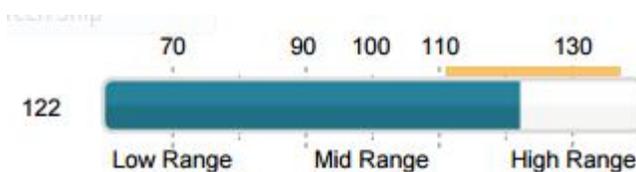
*Independence (Self-directed; Free from emotional dependency):*



Being independent means you are capable of feeling, thinking, and working on your own, a critical skill that all great leaders have in common. Your results show that this is a well-developed skill, as you are willing and capable of holding your own ideas and making necessary decisions required for your team on your own. You are unlikely to be swayed by popular opinion, which can help you maintain an established direction for your team. Consider the following interpretation of your results:

1. You are comfortable providing direction and working on your own.
2. You can work without emotional dependency on others, and don't require their reassurance.
3. You accept responsibility for your decisions, knowing that at times people will disagree with you. You scored well above average on Independence and fall within the leadership bar.

*Flexibility (Adapting emotions, thoughts and behaviors):*

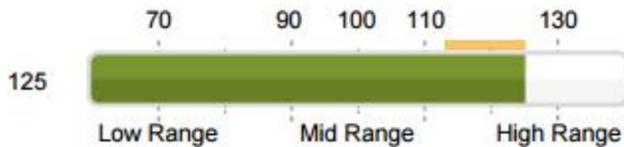


Flexibility requires that you be able to modify your thoughts, emotions, and behaviors in response to change. Ms. Sample, your result suggests a finely-tuned ability to adapt to shifting priorities in the organization. You are a catalyst who inspires fresh ideas, and you learn from unexpected events. This willingness to adapt helps you become a champion of progress and use a variety of leadership styles with your direct reports. Some indicators of your result are:

1. You are viewed as quick to respond to unpredictable events.
2. You are reactive, and not stuck to conventional and outdated methods.

3. You are able to mold your leadership style and emotional responses to changing conditions and differing needs of those on your team. You scored well above average on Flexibility and fall within the leadership bar.

*Problem Solving (Find solutions when emotions are involved):*



Solving problems is an everyday reality for leaders. However, leaders need more than just problem-solving skills, they need to work with problems where emotions are involved and recognize how these emotions impact their decisiveness. This is an area of emotional intelligence that you extensively use; you tackle problems head-on without being overwhelmed or distracted by your emotions. Your approach is likely uninterrupted and invokes a sense of steadfastness and confidence from those you lead. Your result indicates:

1. You see emotional information as playing a pivotal role but are not sidetracked by it.
2. You work through the many steps to solving a problem without being emotionally distracted.
3. You are likely to delve into tough or touchy problems, understanding the emotions at play.
4. Your emotions rarely inhibit your decisions, but be wary not to take it to the extreme and ignore your feelings entirely. You scored well above average on Problem Solving and fall within the leadership bar.

## CONCLUSION

Managing conflict of any kind can be a frustrating task for most of us. For leaders, resolving some sort of conflict is usually the norm rather than the exception. From competing resources and deadlines, to new project teams, mergers, and managing through organizational change, leaders are continually required to flex their interpersonal conflict management skills. In addition, more and more of the work we do today involves multiple teams to reach

organizational goals. The increased need for clear communication and role clarity between teams will help to ease potential conflict, and if navigated well, can provide team members with the opportunity to be innovative, take risks, and increase productivity.

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