

# Leadership: Module 4.4

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- **influencing** others to achieve organization **goals** in a **non-coercive manner**.
- a manager may not be a leader.
- a leader may not be a manager.



# It starts with your view of those you want to lead

- Theory X Leadership
- Theory Y Leadership



# Evidence from Leadership Research

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- Leader Traits Research
- Leader Behavior Theories
- Situational-Leadership Theories



# Trust, Power, Charisma

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- Charismatic Leadership
- Visionary Leadership
- Transformational Leadership
- Power/Trust



# So What?

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- Be aware of **your beliefs and assumptions** about 'followers'.
- While traits matter, you should focus on altering your behavior to **fit the situation.**
- Develop and rely on **personal** power.



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