

TYPOLGY OF MANAGEMENT STYLES

Style of management – is the set of personal and individual – psychological characteristics of a leader with the help of which the method of leading is conducted.

Style of leadership is the typical for a leader system of techniques of impact on subordinates

The styles of management are determined by the prevalence of individual or group types of influence to the organization of production process

Authoritarian management (directive imperative): the head points the purpose himself, makes decisions, influences to subordinates by the order. Such types of management can be in the form of:

- *Patriarchal*: all members of the “family” should follow the head, they are not adult enough to make decisions themselves
- *Autocratic*: more common for establishments; the management is done via subordinate semi-establishment.
- *Bureaucratic*: depersonalization determines /a person has regulated functions/ the heads of all levels are structural parts of the bigger system, provides the functions and has the authority limited by the position (subject competence)
- *Charismatic*: leader has the unique characteristics; to achieve the goal he is ready to sacrifice any of his subordinates

Democratic management (cooperative, group): the head inspires the group to collectively working out the problem solving; arranges the regular information exchange; influence to the subordinates by the advice, convictions, and arguments.

Democratic style is characterized by:

- the high level of decentralization of authority;
- free decision making, performing the tasks, working evaluation;
- providing the necessary resources to subordinates.

Liberal (passive) management low level of demands to the subordinates; main means of impact – request.

Liberal management is based on almost total freedom in pointing the purposes and the control of the work. It can be considered as a part of democratic management.

Anarchistic management: almost total refusal from the impact on the subordinates.

Individual management

There are such styles as:

- ‘non-interference’: low level of support; the majority of work is done by the head; low level of result
- ‘warm group’ high level of support; orientation to making close relationship with the team members; the head isn’t not interested a lot in achieving the results
- ‘task’ – attention of the head is focused on production only. HR is not important
- ‘team’ – the head combines the attention to people and the achieving the purpose

Participative Management Style (consultative), revolves around getting lots of feedback from your staff before coming to a conclusion and making a decision.

It means that the process can take a bit longer as there are more voices to be heard, but getting a consensus on major decisions can lead to buy in from those who might otherwise have been opposed to the implementation of such changes.

The downside to this style of management and leadership is that employees may feel that you don't value their opinion or are too stubborn if after all of the feedback is received you go off and make the decision in your own without incorporating any of their feedback.

Laissez Faire Management Style

The team is given the freedom to complete the job or tasks in any way they deem it should be done.

It is a hands off approach at the management level in terms of direction, but the manager is there to answer questions and provide guidance as needed.

It is a good way to help develop individual contributors into leaders which is only going to serve to make your team stronger in the long run.

On the flip side, it can lead to conflict on the team if some employees try to assume the role as a leader in the interim or to dictate to others how their work should be done.