

Diploma In Midwifery 1st year
Subject: Professional framework &
communication in midwifery
Topic: Leader & leadership

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Leadership

Who is a leader?

A leader is a person, who is able to leads the group.

According to Rabeca Samson,

“ Leader is an influential person who has the ability to lead a group or department without having any formal appointment.

What is leadership?

Leadership is the activity of influencing people to follow in the achievement of goal of an organization.

Or

Leadership is the method of influencing the actions of a person or a group for achieving a goal in a given situation.

Or

According to Keith Davis, “ leadership is the ability to persuade/influence others to seek defined objectives enthusiastically. It is a human factor which binds a group together and motivates it towards goal”.

Importance of leadership:

1. A leader guides and directs the members in an organization towards establish goals.
2. A leader guides his/her team to the right path.
3. Leader creates and maintains an environmental benefits of individuals.
4. Facilities the resources for effective activities of individuals.
5. Determine the failure and success factors of an organization to achieve the goal.
6. The leader initiates the change ,convince people towards the organizational goal.
7. Leadership is the cohesive/organized force whice holds the group.
8. Through leadership an administrator is able to make the employees dedicated/committed to their job which leads to higher productivity organization stability.
9. Leadership is a disciplinary power that keeps the groups working to the goal.
10. Leader tries to influence the individuals in a particular way.
11. A leader contemplates interpersonal influence.

Functions of leadership/important task of a leader:

- 1.To set goals for subordinates-A leader gives direction to the group through setting interpreting their goal.
2. To coordinate individual and organizational goals.
- 3.To motivate employees to perform the allocated tasks.
- 4.To maintain order and discipline and creates positive response on the part of member of the group .
- 5.A leader represents the group to his/her superiors and peers.

Qualities of a good leader:

Qualities of a leader are very important for effective leadership. In order to be successful, a leader must possess/have certain qualities. These are as follows-

- 1.Sound physical and mental health
2. A good leader should be professionally competent knowledgeable
- 3.Sense of responsibility
- 4.Courage and energy
- 5.Empathy
- 6.He/ she should be diligent/careful and realistic reasonable in his outlook

- 7.Integrity/honor and sincerity
- 8.Intelligent
- 9.Ability to handle stress
- 10.Justice
- 11.Objectivity
- 12.Good communication skills
- 13.Self confidence and balance
- 14.Self awareness
- 15.Good decision maker
- 16.Good problem solver
- 17.Knowledge of human relationship
- 18.Increased level of emotional stability
- 19.Technical skill
- 20.Creativity
- 21.Decisiveness
- 22.Unbiased
- 23.Friendliness

Leadership roles:

1. Decision maker
2. Communicator
3. Facilitator
4. Evaluator
5. Risk taker
6. Mentor/counselor
7. Trainer
8. Critical thinker
9. Motivator
10. Create problem solver
11. Change mediator
12. Teacher
13. Safeguard
14. Thinker
15. Advocate
16. Refresher
17. Influencer
18. Diplomatic
19. Role model

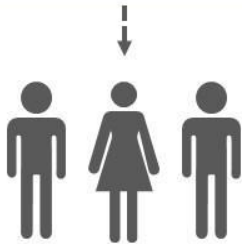
Leadership style:

1. Autocratic or repressive leadership
2. Democreatic or independent leadership
3. Laissez fair leadership
4. Bureaucratic technical leadership
5. Paternalistic leadership

Leadership Styles Based on Authority

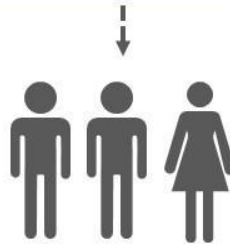
Autocratic

Do This!



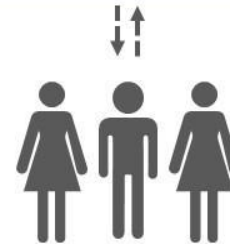
Laissez-faire

Do this or that as you see fit



Democratic

What do you think we should do?



Autocratic leadership:

This type of leadership is one-man orchestra(a large of group). This type leader shows following characteristics:

- 1.He/she works as a leader/director.
- 2.He gives order which he insists shall be obeyed.
- 3.Gets respect from the individual because of power.
- 4.He determines policies for the group without consulting them.
- 5.He gives no information about future plan but simply tells the group what immediate steps they must take.
- 6.He makes decisions.
- 7.He gives personal praise to each member of his own initiative.
- 8.He remains distant from the group from the greater part of the time.
- 9.May not listen to suggestions from his subordinates.
- 10.There will be many commanding order.
- 11.He cannot tolerate criticism.

Characteristics of autocratic leadership:

The democratic leader shows the following characteristics-

1. Strong control is maintained over the work group.
2. Others are motivated by force.
3. Others are directed with commands.
4. Communication follows downwards.
5. Decision making does not involve others.
6. Emphasis/importance is on difference in status.
7. This type of leadership is useful in crisis situations.

Advantage of autocratic leadership:

1. Decision making take less time
2. Leader need not invite suggestion from subordinates
3. Employees obey the order without question
4. The leader assume full responsibility
5. The leader is most active than others
6. Never depends on his/her workers so every work timely and smoothly
7. Any emergency can easily be tackled because he/she does not have to wait to discuss her/ his subordinates

Disadvantages of autocratic leadership:

1. It needs competent/ able person at the top.
2. Authority may be overloaded.
3. Difficult to maintain uniformity in the organization.
4. Subordinate may not want autocratic style thus dissatisfaction can arise among them.
5. The workers cannot feel belongingness to the organization.
6. The leader uses less motivation therefore the workers feel frustrated and lack of interest in the job.
7. The worker don't take any initiative in the work.
8. They are not interested in the achievement of the goal and the organization.

Democratic/participating leadership:

Characteristics of democratic leadership-

- 1.He gives order after consulting the group.
- 2.He guides the worker to make goal of themselves and make plan to achieve the goals.
3. All are allowed to make certain decision for themselves.
- 4.He never ask people to do things without giving long term plans.
- 5.He implements the policies through group discussion.
- 6.He makes it clean that blames are a matter for the group.
- 7.He participates in the group as a member.
- 8.There is a greater sense of satisfaction and freedom for the employees.

Advantage of democratic leadership:

- 1.It relieves top manager from excess workload.
- 2.It gives opportunity for expose in all activities which provide job satisfaction.
- 3.It establishes sense/intelligent of togetherness among all members.
- 4.It maintains two way communications between inside organization and outside organization.
- 5.It creates an environment to make future manager.
- 6.Effective control.
- 7.It improved formulation of plan because of receiving ideas and suggestion.
- 8.Make it better employees honest.
- 9.There is greater understanding at order and instruction.
- 10.Respect for individual.
- 11.There is greater employees cooperation and satisfaction.

Disadvantage of democratic leadership:

- 1.It may leads confused situation.
- 2.It makes administrative operation difficult.
- 3.It require more managers.
- 4.Absence of clear and complete instruction.
- 5.Delay decision making.
- 6.Expectation of employees will be too much.
- 7.He does not give command or order.
- 8.Do not maintain emergency situation.

Results of democratic leadership-

- 1.More team work.
- 2.More satisfaction.
- 3.Feeing of security of employees.
- 4.Few problems arises and more time for supervision.
- 5.Quality of work.

Laissez faire leadership:

It is inactive, passive, permissive, offering few commands, questions are usually associated with laissez faire leadership.

Characteristics of laissez faire leadership:

1. The leader does not lead the group.
2. He does not participate.
3. He leaves the group.
4. Very little guidance from leaders.
5. Complete freedom for followers to make decision.
6. Leader provides the tools and resources as needed.
7. Group members expected to solve problems of their own.
8. It uses upward and downward communication between group members.
9. Places stress on group.
10. Does not criticize.

Advantages of laissez faire leadership:

- 1.The group members may act independently.
- 2.It can be effective when highly skilled and motivated people work there.
- 3.No work for the leader.
- 4.Empowers the group.

Disadvantage of laissez faire leadership:

- 1.lack of coordination.
- 2.No control.
- 3.Less group satisfaction.
- 4.Less group productivity.
- 5.Less personal development.

Thank You