Leadership Style Papers

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**Leadership**

 Leadership is defined as the maneuver of leading a group of people or a community. It is the art of persuading individuals or a team to achieve a goal. Effective leaders build an inspiring vision, show creativity and take risks to achieve the organizational goals. Leadership captures the essentials of being able to inspire individuals and help them to do the right things. Leadership also involves how leaders communicate with their followers. Every leader has their way of communicating with their followers because of the personal challenges. Leadership styles and method vary leader to leader because of outside influences (Northhouse, 2018).

 There are different types of leadership styles which have different effects and undesired outcomes. The different types of leadership styles are:

* Charismatic
* Transactional
* Transformative

**Charismatic leadership**

 Charismatic leadership is a leadership style which depends upon the ability of the leader to inspire and have influence on their followers. The charismatic leaders motivate their followers to work for the greater benefit of the organization, and they are from all walks of life. This leadership style can be found in political, social and religious institutions. The charismatic leaders have the tendency to take personal risk. They are very skilled and proficient at using unorthodox behavior. The charismatic leaders have the ability to communicate fluently and coherently. They are visionary because they think about the future with imagination. The charismatic leaders care a lot about the needs of the employees or their followers. People believe that leaders are born not made and charismatic leadership also believes that leaders are born and they cannot be made (Grabo et al., 2017).

 There are numerous advantages to charismatic leadership style. The charismatic leaders are energetic, enthusiastic and motivated for social change. They inspire people to work together to achieve a common goal for an organization. The organizations are committed to a central mission in charismatic leadership, and their workers have a clear purpose. In charismatic leadership, the priorities of management are to learn from their mistakes and put efforts to be successful in their mission. The demand of charismatic leaders in the world is because they always fight to provide the quality of life and put effort to make the world a better place. They have the ability to stand up against those people who are having a different views about organization. Charismatic leaders are able to find out that what followers needs from their organization. They have a vision which supports everyone and motivate them to achieve a standard goal.

 Charismatic leadership style is very similar to the transformational leadership which also relies on the ability of the leader to inspire their followers and to put influence on them. They both leaders motivate and emphasize on working hard to their followers to become successful and able to achieve the goals of an organization. The charismatic leaders and transformational leaders become the face of the organization, and Steve Jobs is a great example of these leaders. They both inspire their followers and have an influence on them to be absolutely dedicated for any cause or organization. The difference between Charismatic leadership and transformational leadership style is that the personal vision of charismatic leader has a great influence over their followers and they communicate about their moral span or passion rather than existing methods.

 Charismatic leadership challenges the state of affairs and helps the employee to think creatively regularly to solve a problem while transactional leaders lack in creativity and use test methods & true methods to solve the problem. Charismatic leadership approach is usually used where leaders need to gain followers while the transactional approach is used in formal organizations. The charismatic leaders are more significant as compared to the transactional leaders because they don't have a clear structure and impose anything on employees without their agreement.

**Transactional leadership**

 Transactional leadership style seeks to motivate followers by appealing to their own self-interest. In this approach, people are motivated on the basis of reward or punishment. The transactional leaders are directed towards the goal and are also action oriented. They resist change and don't challenge the state of affairs. Transactional leaders, however, lack in creativity and use the tested methods to solve any problem. Transactional leadership styles are more concerned about maintaining the normal flow of tasks. In this leadership, the mission and objectives of the organization are predefined, and the leader uses the formal approach for the followers (Holten & Brenner, 2015).

 Transactional leaders use the strategy which helps a lot in receiving the positive outcomes. They give rewards to their followers for good work as compared to the charismatic leaders who don’t give any rewards to their followers for their good work and simply use the force of their charm to gain followers. Transactional leaders involve their employees and followers in the decision-making process while charismatic leaders don't involve their employees in decision making. Managers in formal organizations use transactional leadership style while politicians and religious leaders use charismatic leadership style.

 Transactional leadership is leadership in which a leader initiates the followers by giving them punishments and rewards while in Transformational leadership which is almost like charismatic leadership a leader uses his personality to put influence on his followers. Transactional leadership is very good for a stable environment while transformational leadership is good for the unstable environment. In transactional leadership, there is only one leader while in transformational leadership there are more than one leader. It is focused on planning and execution as compared to transformational which promotes creativity and revolution.

**Transformational leadership**

 Transformational is the leadership style that justify a change in individuals system. It helps a lot in creating valuable and positive changes in their followers in the development of becoming a leader from a follower. Transformational leaders are excited and inspire their followers to achieve the goals of the team. Transformational leadership approach believes that people are motivated by the task that must be performed and the organization needs to be structured to achieve success. It emphasizes the teamwork and collective action (Nguyen, 2017).

 Transformational leaders are very much similar to the charismatic leaders in a way that they both inspire their followers to think beyond their self-interests for the good of an organization. They act as a role model and inspire their followers. Transformational leaders know the strength and the weaknesses of their followers so that they assign a task to the followers according to their level of understanding. As compared to charismatic leaders, transformational leaders pay attention to their followers and communicate with them on personal issues to show them they are a family. Transformational leaders frequently behave to work more for the improvement of the organization while Charismatic leaders focused on working more for their personal benefit.

 Transformational leadership is very different from transactional leadership. It works for changing the current conditions of the organization as compared to the transactional leadership which works doesn’t change current conditions but try to improve them. Transformational leadership is captivating and proactive while transactional leadership is reactive and complex. In transformational leadership, a leader gives more value to the beliefs and needs of the followers while in transactional leadership a leader gives more value on his relationship with his followers.

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