Emerging Leadership and Development in ELT

Leadership Styles

The **Laissez-Faire** leader lacks direct supervision of employees and fails to provide regular feedback to employees. Highly experienced and trained employees requiring little supervision fall under the laissez-faire leadership style. This leadership style hinders the production of employees needing supervision can lead to poor production, lack of control and increasing costs.

The **Autocratic** leader makes decisions alone without the input of others. Leaders possess total authority and impose their will on employees. No one challenges the decisions of autocratic leaders. This leadership style benefits employees who require close supervision. Creative employees who thrive in group functions detest this leadership style.

The **Democratic** leader values the input of team members and peers, but the responsibility of making the final decision rests with the democratic leader. Democratic leadership boosts employee morale because employees make contributions to the decision-making process. When a company needs to make changes within the organization, this style helps employees accept changes easily because they play a role in the process.

The **Transactional** leader provides rewards or punishments to team members based on performance results. Managers and team members set predetermined goals together, and employees agree to follow the direction and leadership of the manager to accomplish those goals. The manager possesses power to review results and train or correct employees when team members fail to meet goals.

The **Transformational** leader depends on high levels of communication to meet goals. Leaders motivate employees and enhance productivity and efficiency through communication and high visibility. Leaders focus on the big picture within an organization and delegate smaller tasks to the team to accomplish goals.

Based on *Rose Johnson, 2018,* 5 Different Types of Leadership Styles

Scenario	Leadership style
An intruder has entered the college with a weapon and is walking around the corridors. The leader is the Centre Manager.	
Teachers are preparing lessons. The leader is the Academic Manager.	
The centre is considering adding a new course, English for Nursing. The leader is the CEO/Principal.	
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The centre is moving to a new premises with better quality technology and teaching resources. The leader is the CEO/Principal.	
A pandemic has forced the centre to adapt all face to face lessons to online. The leader is the Academic Manager	

https://www.aigroup.com.au/resourcecentre/hr/QA-HR/tips-to-successfully-lead-a-remote-team/