

# Entrepreneurial Leadership

Unit 3: Leadership Styles



# Course Unit Structure

- ▶ Course Structure
  - ▶ Unit 1: Your Role as an Entrepreneur
  - ▶ Unit 2: Motivating Your Team
  - ▶ **Unit 3: Leadership Styles**
  - ▶ Unit 4: Entrepreneurial Leadership Tasks and Challenges



# Unit 3 Learning Objectives

- ▶ explain the variety of leadership styles, such as situational leadership, and their similarities and differences
- ▶ examine the leadership styles and entrepreneurial leadership effectiveness based on the traits and behaviors of successful leaders



# Unit Vocabulary

- authentic leadership
- autocratic leaders
- democratic leaders
- destructive leadership
- employee-centered leaders
- Fielder's Contingency Model
- ineffective leadership
- laissez-faire leaders
- Path-Goal Theory
- servant leadership
- task-centered leaders
- transformational leadership



# Overview: Unit Three Topics

- ▶ The different leadership styles
- ▶ Effectiveness of leadership styles in a variety of situations



## 3a: 1. Leadership Styles

- ▶ Task Centered Style
  - ▶ Focused on getting the job done
- ▶ Employee Centered Style
  - ▶ Focused on employee relationships



## 3a: 2. Leadership Styles

- ▶ Autocratic
- ▶ Democratic
- ▶ Laissez-faire



# 3a: Leadership Styles (Fiedler)

► Situational Factors – Fiedler

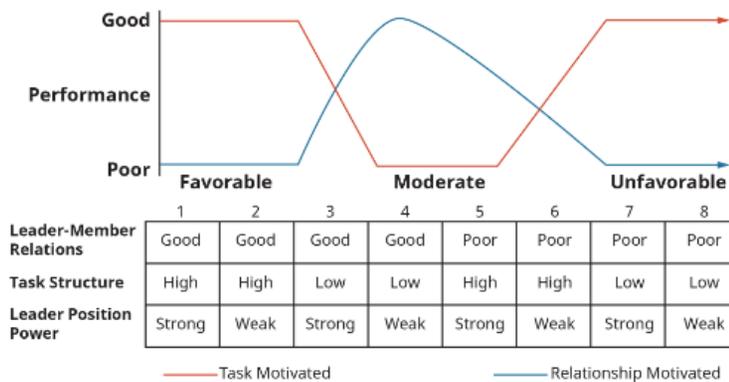


Exhibit 12.10 Fiedler's Contingency Model of Leader-Situation Matches Source: Adapted from F. E. Fiedler and M. M. Chemers. 1974. *Leadership and effective management*. Glenview, IL: Scott, Foresman.



# 3a: Leadership Styles (Path-Goal Model)

## ▶ Path-Goal Model

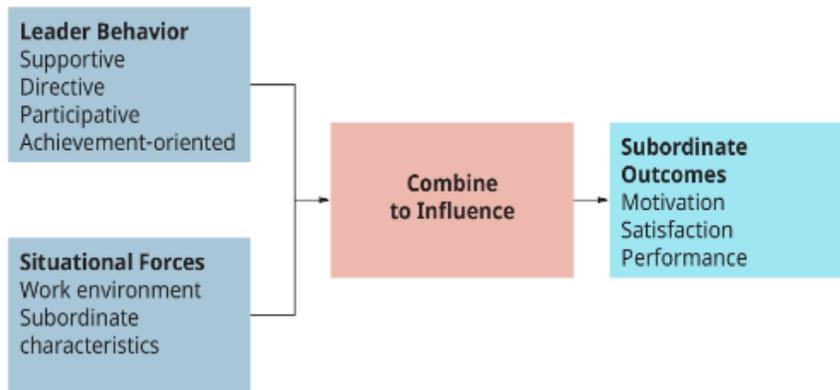


Exhibit 12.11 The Path-Goal Leadership Model (Attribution: Copyright Rice University, OpenStax, under CC-BY 4.0 license)



## 3a: Three Leadership Styles

- ▶ Transformational Leaders
  - ▶ Inspire others through vision and passion
- ▶ Transactional Leaders
  - ▶ Focuses on getting the job done
- ▶ Servant Leaders
  - ▶ Focus on people and their growth



## 3b: 1. Leadership Styles and Effectiveness

- ▶ Authentic Leadership
  - ▶ Self-regulation
  - ▶ Internal moral values and principles
  - ▶ Balanced decision making
  - ▶ Self-awareness
  - ▶ Transparency



## 3b: 2. Leadership Styles and Effectiveness

- ▶ Ineffective Leadership
  - ▶ Incompetence
  - ▶ Rigidness
  - ▶ Lack of self-control
- ▶ Destructive leadership
  - ▶ Dominance
  - ▶ Coercion
  - ▶ Self-orientation



# Conclusion

- ▶ Here's what you learned:
  - ▶ explain the variety of leadership styles, such as situational leadership, and their similarities and differences
  - ▶ examine the leadership styles and entrepreneurial leadership effectiveness based on the traits and behaviors of successful leaders



# What's Next?

- ▶ To prepare for the practice exam, consider one more review of the study guide and course materials.
- ▶ Good luck on the practice exam!

