

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

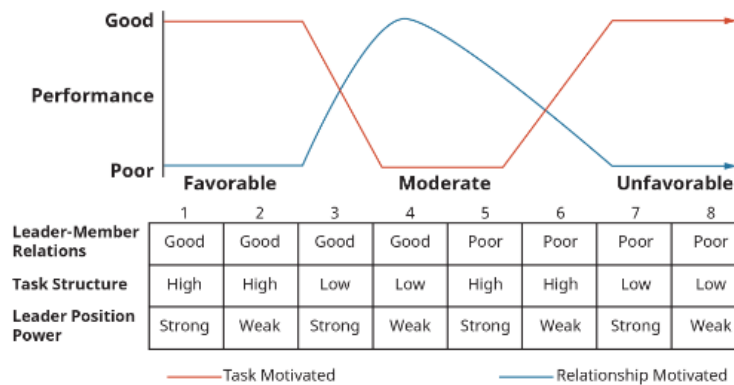


Exhibit 12.10 Fiedler's Contingency Model of Leader-Situation Matches Source: Adapted from F. E. Fiedler and M. M. Chemers. 1974. *Leadership and effective management*. Glenview, IL: Scott, Foresman.

3a: Leadership Styles (Path-Goal Model)

► Path-Goal Model

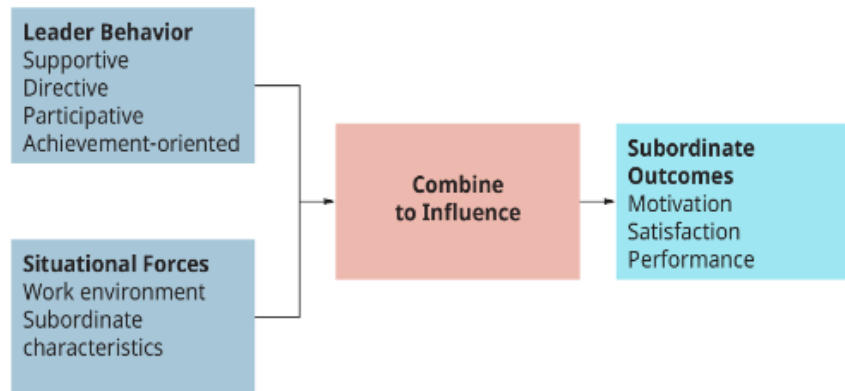


Exhibit 12.11 The Path-Goal Leadership Model (Attribution: Copyright Rice University, OpenStax, under CC-BY 4.0 license)



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!

