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## Economics and Management Science: EMSC4

### Lesson 14

#### Unit Standard: 14001 - different managerial styles are identified

- Different managerial styles are identified and discussed.
- The effects of different managerial styles on the community and business are explored
- the strategies to change a particular management style are discussed

At the end of this lesson, learners should be able to:

- Define and explain different managerial styles
- Explain the different effects of managerial styles on communities and businesses
- Discuss strategies to change a particular management style

#### 1. IDENTIFY AND DISCUSS DIFFERENT MANAGERIAL STYLES

Managers make different decisions to operate their businesses and there are four basic styles listed below.

**Democratic style/Group decision making** - the manager takes into consideration ideas of other managers and employees when planning and he/she consults others but the Managers still keeps control.

Characteristics of a democratic manager

- The manager is a team player.
- Business related matters are discussed with employees and decisions are based on majority vote.
- Employees are given a platform to express their feelings.
- There is consultation before decisions are made.

**Autocratic/authoritarian style** - the manager takes all decisions without prior discussions, do all planning himself, Practice or keep strict control.

## CHARACTERISTICS OF AUTOCRATIC STYLE

- The manager gives instructions without consulting employees.
- There is strict control and instilling fear is one of the main strategies.
- Employees are not free to voice their ideas.

**Laissez-faire style** - the manager is very lazy and no decision making from his side, no planning, no control.

Characteristics of laissez-faire

- There is little interference from the manager.
- No control by manager
- No planning

**Quality circles/Participative style** - all levels participate in discussions and the final decisions and control lies with the manager.

## CHARACTERISTICS OF QUALITY CIRCLES

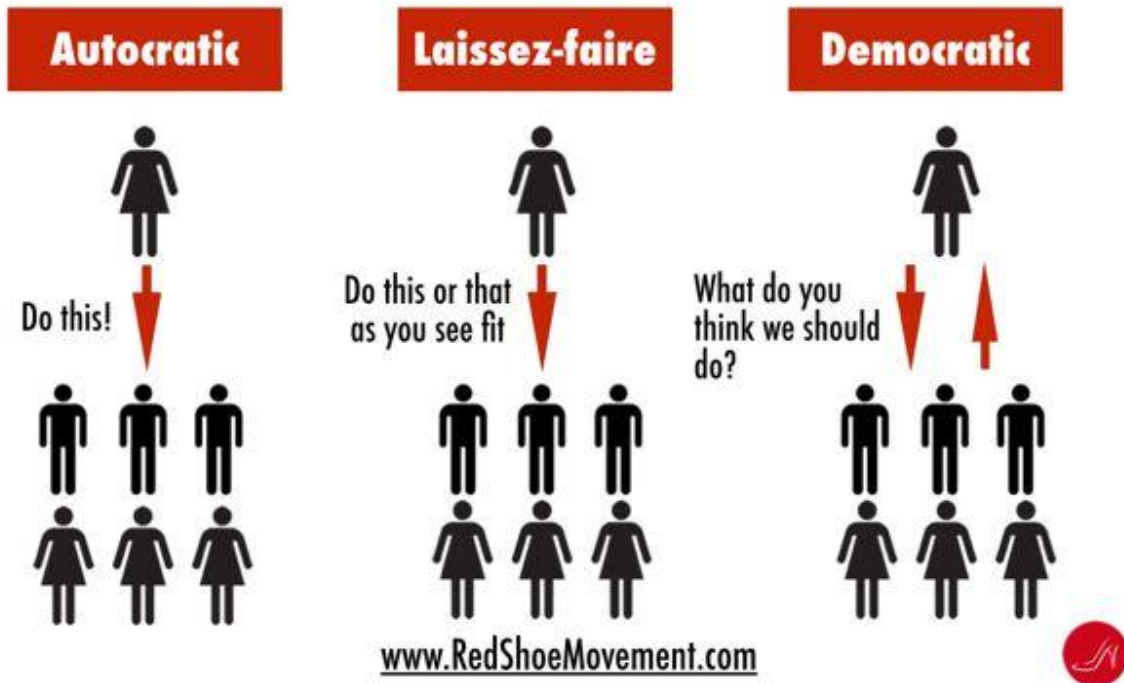
- All employees participate in decision making.
- It consists of a small group of workers (about 6) and they generally come from a particular area.
- Every member have a sincere desire to help others grow and develop



## 2. THE EFFECTS OF DIFFERENT MANAGEMENT STYLES ON COMMUNITIES AND BUSINESSES

Laissez-faire	Democratic	Autocratic	Quality circles
<ul style="list-style-type: none"> <li>• insecurity</li> <li>• no direction</li> <li>• encourages own creativity</li> </ul>	<ul style="list-style-type: none"> <li>• encourages participation</li> <li>• Takes a majority decision which</li> </ul>	<ul style="list-style-type: none"> <li>• give guidance and structure</li> </ul>	<ul style="list-style-type: none"> <li>• time consuming</li> <li>• all are involved in decision making</li> </ul>

	may not always be the best	• sometimes people do not own their ideas	
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### 3. STRATEGIES TO CHANGE PARTICULAR MANAGEMENT STYLES

- Observation session
- Self assessment
- Workshops to be conducted to demonstrate on how management styles could be applied in different business environments
- Networking

#### Activity 14

1. Name four leadership styles that you know. (4)
2. Give two characteristics of a democratic leadership style. (2)
3. Discuss any two effects of a laissez-faire management style on communities and businesses. (4)
4. Give one strategy that can be used to change a particular management style. (2)

**Total (12)**