

Leadership Program

Democratic vs. Autocratic Leader

Leadership Styles

BSC 407 – Effective Organization

Owen Fernandes

Individual Paper 1 – 20th October 2011

Introduction

In this paper, I will present two leadership styles – democratic and autocratic. I will apply them on two situations – one regarding stress reduction and one regarding production increase. The company I've chosen for this paper is called MeMoTech (Measurement and Monitoring Technology). In order to describe the difference between the two styles in the two different situations I will write 4 e-mails to the employees of the company where I will present the different way of communication and different attitude that follow from the different natures of these styles.

MeMoTech is participating in a special project over the next week. It is going to have its own stand in an international technological fair (ITF) in another town where it is going to present its products. MeMoTech participates in this fair every year. There is a group of people who is taking part in this project (leader of the project, technical staff from all the departments...). These people represent the company. The leader of the group is going to talk to the team. Based on the previous years' experience and current situation in the company he is about to send an e-mail to the group.

In the first situation, he is trying to reduce stress in the group that arises from a number of reasons. He knows that some people in the group perceive this project as a waste of time because they will have to be at the fair instead of being in their offices – it makes them feel more stressed as they worry they are going to be behind their schedule on their regular work. Other people don't get on well with some other people within the group and now they will be forced to cooperate. In fact, majority of the group is dissatisfied with the leader himself, but he doesn't know that. They feel he is not doing his job well what gives the rest of the group more work as they are trying to make the project work to present the company in the best

way. Moreover, everything is being done in the last possible minute and no one knows the program for the week.

In the second situation, the leader of the project is trying to motivate people to increase the productivity of the company. He knows that the numbers are showing a downward trend in the company's productivity. When talking to the top management of the company he's been informed that it is possible that they will have to cut the salaries if the situation doesn't get better. That's why they see in this project a great opportunity to gain new clients and partners as it was in some of the previous years.

Stress Reduction – Democratic Style

From: *Leader of the Group*

To: *The Group Members*

Subject: ITF Meeting

Hello everyone!

As everyone knows, the ITF is getting closer. I have realized there are some issues that need to be discussed. Therefore, I'd suggest a meeting where we can discuss everything necessary. I would like to hear everyone's opinion so please, let me know asap what day and time would be the best for you. If somebody cannot participate in the meeting on the agreed day, please let me know as well and we can have a discussion at some other time.

I have had a feeling that there is too much stress in the company regarding the ITF. That's why I'd like you to tell me and everyone how we can work things out. I know a lot of you are very busy and I understand that this project takes even more of your time. Therefore I would like you to tell me what schedule would be the best for you over the next week and together we can divide the work load so that everyone is satisfied. If anyone has any suggestions on how we can reduce the stress level in our company, I'll be more that glad to hear them. I hope you understand that this way we can gain new clients that will bring more profit to all of us.

I want everyone to share their feelings and ideas so we can make the best of our team!

I'm looking forward to our meeting!

Have a nice day!

Leader

Stress Reduction – Autocratic Style

From: *Leader of the Group*

To: *The Group Members*

Subject: ITF Meeting

Hello everyone!

As everyone knows, the ITF is getting closer. I have realized there are some issues that need to be discussed. Therefore, we will have a meeting where we can discuss everything necessary. It will be held on Thursday, 5th of May, in the conference room and your presence is required. I will inform you about the schedule for the next week and some other issues.

Besides, I would like to talk about the stress level that we currently have in the company! I know a lot of you are very busy with your work but you need to understand this project is very important and it is a part of your job. I expect you to keep this in mind and focus on your duties. As I said I will assign responsibilities for the next week to everyone on the meeting. I hope you understand that this way we can gain new clients that will bring more profit to all of us.

See you on Thursday!

Have a nice day!

Leader

Productivity Increase – Democratic Style

From: *Leader of the Group*

To: *The Group Members*

Subject: ITF Meeting

Hello everyone!

As everyone knows, the ITF is getting closer. I have realized there are some issues that need to be discussed. Therefore, I'd suggest a meeting where we can discuss everything necessary. I would like to hear everyone's opinion so please, let me know asap what day and time would be the best for you. If somebody cannot participate in the meeting on the agreed day, please let me know as well and we can have a discussion at some other time.

Except of the above mentioned I would like us to discuss the company's productivity. As many of you know, the numbers have not been that good recently. That's why we all should work on this problem. I know a lot of you are very busy and I understand that this project takes even more of your time so I'll try to use the time for our meeting as effectively as possible. However, I'd welcome your opinion on how to raise our numbers. I have some ideas, but I need your viewpoint as well. ITF is one of the ways of gaining new clients that will bring more profit to all of us and I'm sure together we can succeed!

I want everyone to share their feelings and ideas so we can make the best of our team!

I'm looking forward to our meeting!

Have a nice day!

Leader

Productivity Increase – Autocratic Style

From: *Leader of the Group*

To: *The Group Members*

Subject: ITF Meeting

Hello everyone!

As everyone knows, the ITF is getting closer. I have realized, there are some issues that need to be discussed. Many of you know, that there is a need for production increase and I believe the ITF is a great opportunity. Therefore, we will have a meeting where we can discuss everything necessary. It will be held on Thursday, 5th of May, in the conference room and your presence is required. I will inform you about the schedule for the next week and some other issues.

Except of the above mentioned I would like to talk about the company's productivity. As many of you know, the numbers have not been that good recently. That's why I need you to focus on this problem. I have realized there is a need for change and so I have decided I will give you couple of new projects that may attract new potential clients. I expect you to understand how essential it is for our company. It is a lot of work but I believe this is the right way. I'll present the rest of my ideas on the meeting. ITF is one of the best ways of gaining new clients that will bring more profit to all of us!

See you on Thursday!

Have a nice day!

Leader

References

- Cherry, K. (n.d.). *What is Autocratic Leadership?* Retrieved October 20, 2011, from About.com: [http:// psychology.about.com/od/leadership/f/autocratic-leadership.htm](http://psychology.about.com/od/leadership/f/autocratic-leadership.htm)
- Leadership Styles: Democratic Leadership Style*. (2008). Retrieved October 20, 2011, from <http://www.leadership-toolbox.com/democratic-leadership-style.html>
- Nelson, D. L., & Quick, J. C. (2006). *Organizational Behavior: Foundations, Realities & Challenges* (5th ed.). Mason, OH: Thomson South-Western.