

Leadership essay: Sample



What Does Leadership Mean to You?

Leadership is one person taking the responsibility of supporting and guiding a group of individuals. When one helps others develop and reach their goals, the right approach to decision-making is essential. This essay will compare the laissez-faire, autocratic, and democratic styles to discover which one offers the most balanced strategies for effective decision-making and leadership.

The laissez-faire style relies on managers delegating as many tasks as possible to their employees. Jony et al. describe it as "the style in which the leader does not believe in his own supervisory capacity" (2019). In such cases, the manager overloads team members with responsibility instead of supporting them. The autocratic leadership style is the opposite of laissez-faire since such managers are the sole decision-makers. The only cases when autocratic leadership can be beneficial are emergencies (Jony et al., 2019). However, such management can cause a passive approach and a lack of creativity in workers.

The democratic leadership style focuses on equality; the managers who use it try to give equal responsibilities to every employee. According to Jony et al., democratic leadership is theoretically beneficial but it might slow the decision-making process or cause unpredicted results (2019). Nevertheless, leaders can avoid these risks by setting specific deadlines and actively participating in vital discussions alongside their employees. A trusted manager will always serve as an authority to consult for their subordinates, guiding them and helping them grow. Therefore, democratic leadership is the most balanced in terms of fair decision-making.

In conclusion, both the laissez-faire and the autocratic styles are not balanced in terms of decision-making compared to democratic leadership. Managing any group of people means giving all of them equal responsibilities and the right to contribute to solutions. The democratic style corresponds to this definition, which is why it describes the true meaning of leadership the best.

Reference

Jony, M. T. I., Alam, J., Amin, M. R., & Alam, J. (2019). The impact of autocratic, Democratic and laissez-faire leadership styles on the success of the organization: A study on the different popular restaurants of Mymensingh, Bangladesh. *Canadian Journal of Business and Information Studies*, 28–38. <https://doi.org/10.34104/cjbis.019.028038>

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