

Democratic Leadership

Dr Ajay Kumar Sharma
Department of Commerce
Durga College, Raipur

Democratic leadership

also known as participative leadership or shared leadership, is a type of leadership style in which members of the group take a more participative role in the decision-making process

Democratic Leadership Style

- ☞ This style involves the leader including one or more people in the decision making process (determining what to do and how to do it).
- ☞ However, the leader maintains the final decision making authority.



In an autocratic leadership, the leader might say, *'I want both of you to work on X project'*, but, in a democratic leadership, the same leader would say, *'Let's work on the X project together'*

Leadership style...

Democratic Style

- Involves employees in decision making process
- Gets ideas from his people
- Creates trust
- Sets realistic goals



**THE
QUALITIES
OF A
DEMOCRATI
C LEADER**

1.



1. INCLUSIVENESS

- **Democratic leaders seek participation from a wide range of people.**
- **Democratic leadership not only accepts subordinates' comments, ideas and suggestions, it also encourages their input on decisions and strategies.**

2.



2. INTELLIGENCE

- the democratic leader is like a conductor of an orchestra, he or she needs to have the competency to keep all the parts together and moving.**
- The leader must provide enough information for the subordinates to guarantee they are well equipped to make the**

INTELLIGEN CE...

- **The leader will often be the person to provide background information and answer questions the subordinates might have on a variety of topics.**

INTELLIGEN CE...

- **The leader also needs plenty of emotional intelligence to ensure the team works well together.**

3.



3. HONESTY

- **The leader must be able to lay out the situation to ensure decisions are made on real information and the leader has to stay honest about his or her own opinion.**

HONESTY

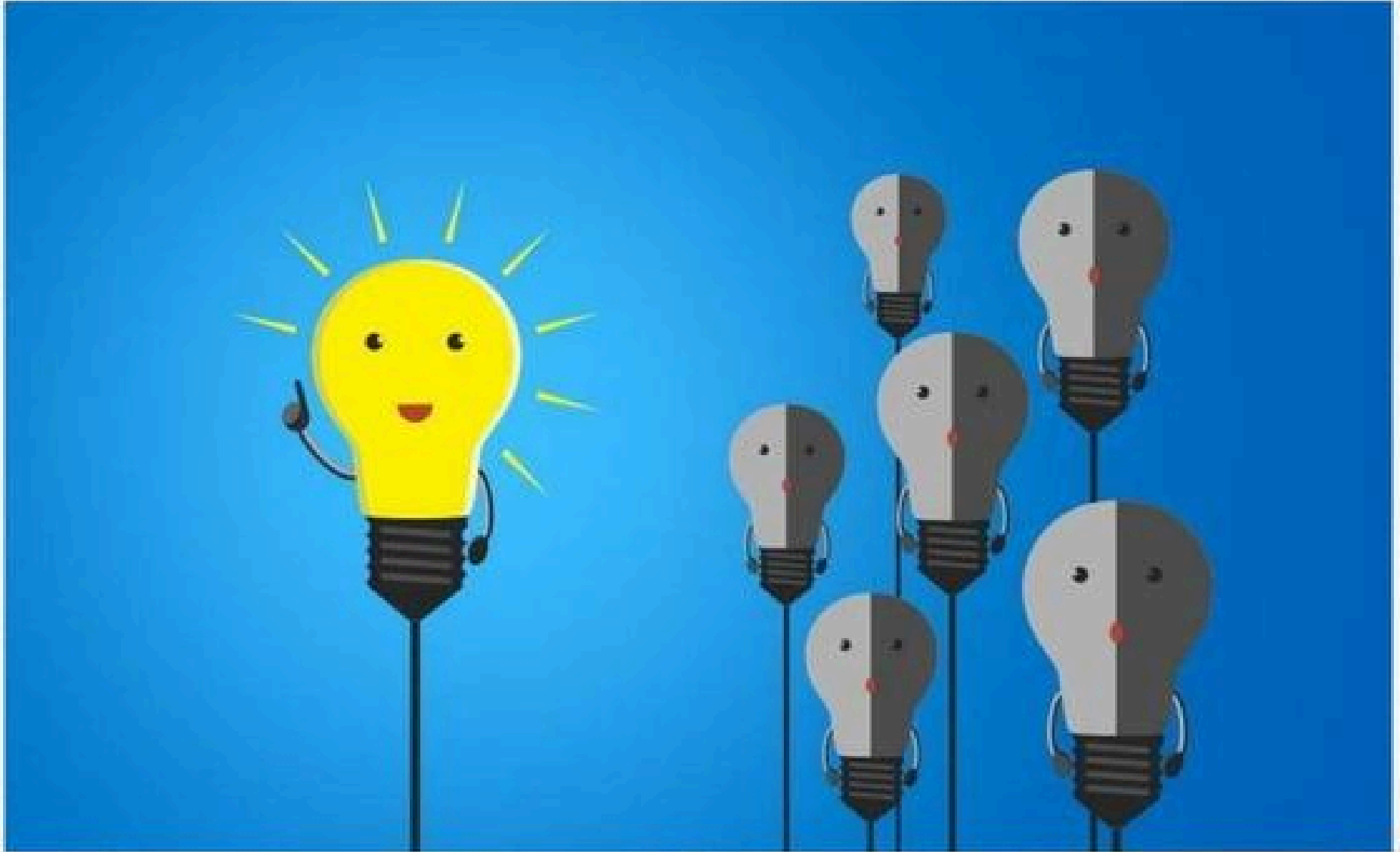
...

- **provide critique of ideas and negative criticism when it's necessary, but you don't need to do it in a brutal manner**

HONESTY...

- **ask yourself three questions before voicing the opinion:**
 1. **Is the feedback you want to provide true?**
 2. **Is the feedback necessary for reaching an objective or goal?**
 3. **Is the feedback kind or**

4.



4. CREATIVE

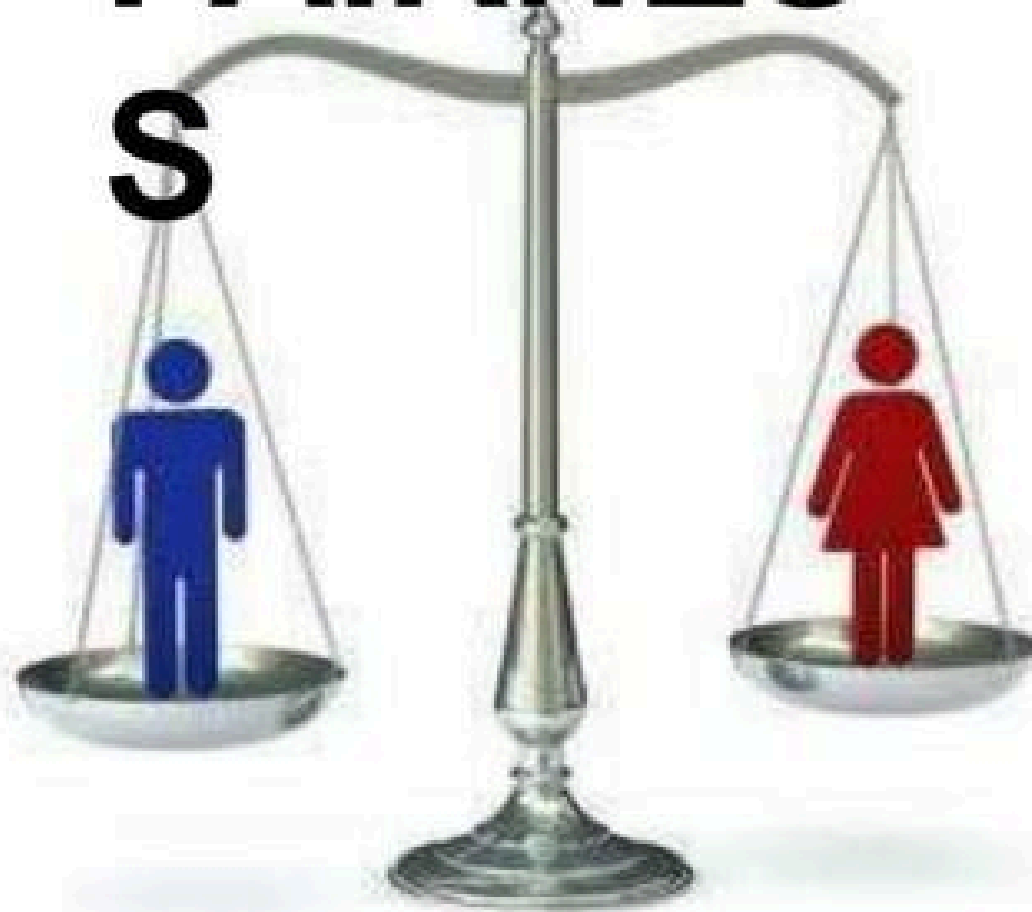
- Since the leadership framework requires innovative ideas and collaboration, the leader must be able to show the way with ideas.**
- The leader must also be able to help other members of the team to innovate and this itself can require innovative thinking from the leader.**

CREATIV

- **Creativity is often considered an innate trait.**
- **As a leader, you can improve your own creativity, but also subordinate's creativity by establishing the right environment within the organization.**
- **Creativity is easier when people are able to speak their mind freely and feel that their ideas are respected.**



5. FAIRNES



5. FAIRNESS

- As a leader, you need to be able to distance yourself from the situation emotionally and to think rationally.
- Fairness in this context also means **transparency**.
- One of the key ways to be fairer is to set **clear guidelines**.

6.

COMPETENC



6.

COMPETENCE

Leading the organization:

- managing change**
- solving problems and making decisions**
- managing politics and influencing others**
- taking risks and innovating**
- setting vision and strategy**
- managing the work**
- enhancing business skills and knowledge**

COMPETENC E...

- **Leading the self:**
 - demonstrating ethics and integrity
 - displaying drive and purpose
 - exhibiting leadership stature
 - increasing your capacity to learn
 - managing yourself
 - increasing self-awareness

COMPETENC E...

- **Leading others:**
 - communicating effectively
 - developing others
 - valuing diversity and difference
 - building and maintaining relationships
 - managing effective teams and

6. COURAGE



6.

COURAGE

- **Courage is the Defining Characteristic Of Great Leaders**
- **Courageous leaders take risks that go against the grain of their organizations.**

DEMOCRATIC LEADERSHIP

Benefits of Democratic Leadership Style

01

It helps in solving complex problems.

02

It is a leadership style that anyone can practice in any industry.

03

Democratic leaders receive a more diverse set of ideas and concepts.

04

It enhances job satisfaction.

05

It encourages honesty amongst workers.

06

This leadership style connects people to their work.

07

It enhances team knowledge.

08

It encourages more substantial commitment levels.

09

This style promotes the free flow of ideas.

10

A leader who uses this style is considered more competent.

Democratic Leadership

ADVANTAGES AND DISADVANTAGES



PROS

CREATIVITY

Provides and encourages a climate of innovation and creativity

COLLABORATION

Facilitates collaboration where multiple people combine skills and experience to reach the best decision

ENGAGEMENT

The high level of participation generally leads to high employee engagement



www.leadershipahoy.com



CONS

TIME CONSUMING

In crises or urgent situations, it is time consuming to involve a lot of people in decision making

REQUIRES EXPERTISE

Most suitable for highly skilled teams. Can be difficult if people lack experience and know-how

REQUIRES PARTICIPATION

When people expect to participate, they might be resentful in situations where they aren't involved or when a decision goes against them

THANK YOU!
