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Advantages of autocratic leadership style pdf free online

One of her patients had a fever, and the medication his doctor originally prescribed seemed to make his symptoms worse. In the OR, a surgeon uses autocratic leadership to maintain the team's focus and delegate tasks appropriately. These leaders can help employees find solutions and reassign tasks to ensure that work continues without stop. More direct communication: Autocratic leaders provide all necessary information to employees, which simplifies the lines of communication. Skills such as empathy and communication help these leaders understand what their team needs and outline realistic strategies for their team to achieve. Clarity: Autocratic leaders need to be clear and consistent when giving direction and delegating tasks to team members. The fields of medicine, manufacturing and construction also employ autocratic leaders. They aren't as involved with long-term goal-setting or career progression as other types of leaders. This quality makes them dependable, especially in teams that benefit from hierarchy. Related: Character Traits: Definition and Examples Examples of effective autocratic leadership When considering whether autocratic leadership would work in a specific environment, consider how these scenarios benefit from this style of leadership. Motivating teams to reach daily goals Jason, a supervisor at a manufacturing plant, leads a team of new workers on the assembly line. The most common drawbacks for team members and their autocrat leader include: Micromanagement: Leaders who gravitate towards a fully-controlled work environment may also closely monitor the tasks, progress and performance of their direct reports. Such attention can result in burnout, lack of motivation and decreased productivity. Encourages dependence: Having a leader responsible for every task and problem removes potential worry and stress for the team, but also sets up a relationship of total dependence. Anyone whose performance didn't meet that goal received additional training to improve their performance. They utilize autocratic leadership among their team and in the facility to ensure that employees follow all the rules. By implementing this shared goal among all members of the team, Mary renewed the focus on quality and productivity while reducing the number of mistakes made. Making important decisions Elizabeth is a hospital doctor and often attends emergency situations alongside nurses. In this article, we explain what autocratic leadership is, its pros and cons, examples of autocratic leader traits and four jobs that could be a great fit for a naturally autocratic leader. What is autocratic leadership? Autocratic leadership, also known as authoritarian leadership, is a style of management in which one leader holds the power to make decisions without input from others. They patrol the correctional institution, secure the facility and inmates and assist in various elements of inmate rehabilitation. In this kind of environment, it can be difficult for individual team members to feel appreciated for their own ideas, value and contributions. Can create mutual mistrust: Since autocratic leaders typically keep all company information to themselves, this kind of environment can make employees feel powerless and misinformed, and therefore, mistrusting of their leader's actions. Removes the potential for individual ownership: An autocrat typically takes responsibility for both their team's failures and achievements. Warehouse supervisors are responsible for training employees, regulating and maintaining production standards, promoting safety and reporting on production quality. Many of the team members are entry-level candidates with limited experience and training. Related: 10 Common Leadership Styles Benefits of autocratic leadership Autocratic leadership delivers several key benefits for team members and those who follow this style of leadership, including: Improved productivity: Since autocratic leaders delegate tasks directly to team members, delays in productivity are less common. While education requirements and training vary in each state, COs complete safety and enforcement training and courses on institutional policies. In addition, these leaders may often work on teams of people who have limited skills, experience or training. The history of autocratic leadership The autocratic leadership style often receives criticism because when used incorrectly and in the wrong environment, it can allow leaders to abuse their power. Surgeons earn multiple levels of advanced education and complete residencies that provide real-world training, all of which provide them with the knowledge and authority to lead in the OR. Career Development What Is Autocratic Leadership? By Indeed Editorial Team September 8, 2021 During your career, you may take on a leadership role that provides you the privilege of managing employees and rooting for their success. Here are a few positions for autocratic leaders to pursue: 1. Military and law enforcement are two fields that commonly use autocratic leadership to create order and navigate high-pressure situations. The patient's fever decreased, and his condition stabilized. Autocratic leadership often works in situations that require error-free outcomes or immediate decisions and situations with potential safety risks or time constraints. Autocratic leaders oversee daily tasks and provide clear direction to each member of the team. In a high-stress or time-restricted situation, an autocratic leader must trust their own knowledge and judgment despite external pressure. Motivation: Autocratic leaders must be self-motivated and have the ability to motivate those they lead. The team's approval ratings increased, which helped the organization generate more business due to improved customer support. Establishing focused goals Mary is a team leader at a busy pet food manufacturing plant. Autocratic leadership helps restaurant managers maintain high-quality standards to improve the patron experience. 4. Surgeon National average salary: \$193,384 per year Primary duties: An operating room can be a high-pressure environment for medical professionals. While input is not always necessary, this style can also use a small group of trusted advisors to help. Conversely, having full control can make autocratic leaders feel isolated and therefore lacking trust in their team. Image description Common leadership styles: Coach (motivational) Visionary (progress-focused and inspirational) Servant (humble and protective) Autocratic (authoritarian and result-focused) Laissez-faire or hands-off (autocratic and delegatory) Democratic (supportive and innovative) Pacesetter (helpful and motivational) Transformational (challenging and communicative) Transactional (performance-focused) Bureaucratic (hierarchical and duty-focused) Core character traits of autocratic leaders The following four characteristics enable autocratic leaders to lead teams successfully: Self-confidence: Having self-confidence means believing in your skills and abilities. His team's job is to pull any visually defective products off the assembly before they move to the next phase. When used properly and in the right setting, however, there can be benefits to the autocratic leadership style. The ability to outline expectations and processes for completing certain tasks ensures that those involved in the work can perform tasks at a high level. Dependability: These leaders follow the rules of their company because they understand these guidelines enable efficiency and productivity. Jason implemented a new system that rewarded the individual who removed the most defective products at the end of each shift, increasing productivity and decreasing how many products made it to the next phase. Creating more productive teams Roger manages a team at a customer service call center. She quickly changed the medication and delegated the task of administering it to the attending nurse. While many leadership styles exist, choosing an autocratic one may benefit you and your team if your employees require clear direction and strict guidelines to meet business needs. She outlined a goal for team members on the quality assurance line to reduce mistakes that caused pet food waste. Elizabeth used her extensive knowledge of the patient's condition and medical history to make a decision that helped heal him. Jobs for autocratic leaders Autocratic leaders are successful in many industries and professional settings. Historically, tyrants and dictators, when given absolute power, have abused this privilege and used their power to demean and abuse their subordinates. Surgeons lead the operation team in stabilizing patients, performing surgical procedures and quickly addressing emergency situations. Warehouse supervisors may have many years of experience and training that allows them to lead. 3. Restaurant manager National average salary: \$49,199 per year Primary duties: While different culinary industries have different standards, restaurant managers lead their teams in providing quality customer service and food to patrons. Employees trust effective autocratic leaders to make informed, impactful decisions so that others can focus on their individual responsibilities. Quicker decision-making: In high-pressure situations, time restriction can often impact decision-making, and having multiple people collaborate on decisions might risk the situation's integrity. If a team member needs clarification or additional information to complete their tasks, their autocratic supervisor rarely needs to refer to another person to provide that information. Reduced employee stress: These leaders take on the responsibility of making decisions, which can remove pressure from employees who may not feel comfortable doing so. Rather than collaborate with the nurses on what to do, Elizabeth checked the patient's chart to understand the development of his condition, his current prescribed medications and his allergies. An autocratic leader has full control over the strategy, implementation and management of a group, which creates a uniquely informed perspective. Autocratic leaders consider all options and potential outcomes, and then they make a sound decision that provides the most benefit. Cons of autocratic leadership Autocratic leaders have the opportunity to take full control, responsibility and stress and build and maintain a productive operation. But they also have the power to micromanage, force employee dependence, bully and generally mistreat their team. Even in work situations, no one should be entirely dependent upon another for their happiness, motivation and career development. An autocratic leader must have confidence in their ability to make a sound decision based on many options and the impact of each choice. These supervisors often use the autocratic leadership style to be sure that their team safely operates equipment, meets production goals and creates quality deliverables. Their responsibilities include training employees, inspecting production quality and conducting customer relations as needed. Correctional officer National average salary: \$32,238 per year Primary duties: These law enforcement professionals must abide by the strict rules of the judicial system to ensure the safety of inmates and fellow correctional officers (COs). Those who follow the autocratic style are focused on making sure team members complete critical tasks according to schedule. Roger used the autocratic leadership style to create clear expectations and developed a detailed script for what to say when a caller asks specific questions so the customer service team members can provide consistent and effective service. Instead of offering simple directions, deadlines and goals to guide their team's work, micromanaging autocrats intervene and correct employees at every step of the process. Each facility has a warden who employs autocratic leadership to make decisions for the well-being of the inmates based on judicial law. 2. Warehouse supervisor National average salary: \$48,212 per year Primary duties: The manufacturing industry operates under specific guidelines to produce quality materials.

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