


## CSR & Leadership


Dr. Farah Naz



## The Concept of Leadership

- Qualities of good leaders
- Undesirable qualities of a leader
- ✓ Stubbornness
- ✓ Vainness
- ✓ Self centeredness
- ✓ Ruthlessness
- ✓ Unfairness
- ✓ Prejudice

Dr. Farah Naz



## Leadership Style


Leadership styles

Involving	Selling
Delegating	Telling

Task

Relationships

Dr. Farah Naz



## Leadership Styles

- Authoritarian
- Laissez-faire
- Democratic

Dr. Farah Naz



## Determinants of Good Leadership

- The Personality of leader
- The personality of follower
- The situation at time

Dr. Farah Naz



## Organizational Culture & Style of Leadership

- Coercive organizational culture: military
- Utilitarian organizational culture: division of tasks
- Normative organizational culture: shared vision(Etzoni)

Dr. Farah Naz



## Classification of Organizational Culture(Handy)

- Hierarchical
- Functional
- Matrix


*Dr. Farah Naz*



## Classification by Miles and Snow

- Defender
- Prospector
- Analyzer
- Reactor


*Dr. Farah Naz*



## Motivation

- The Expectancy Theory of Motivation(Vroom & Lawler)
- Two Factor Theory(Herzberg)
- ✓ Hygiene Factors: money
- ✓ Motivators: social aspect of working life, praise
- Equity Theory of Motivation

*Dr. Farah Naz*




## Power

Capacity to affect organizational outcomes  
Enable A to modify behaviour of B

**Power Base**

1. Reward
2. Coercive
3. Legitimate
4. Referent & expert power


*Dr. Farah Naz*



## Sources of Power

- Legitimate Power
- Reward Power
- Coercive power
- Referent Power
- Expert Power
- Information Power
- Contingent Power

*Dr. Farah Naz*




## System of Control

Control Systems

1. Behavioral control
2. Out put control
3. Clan control

*Dr. Farah Naz*



Strategic Planning

*Dr. Farah Naz*