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MATRIX OF LEADERSHIP STYLES FROM MAJOR THEORIES

Theorist	TELL	SELL	CONSULT	INVOLVE	DEVOLVE
Lewin Lippitt & White, (1939)	AUTOCRATIC		DEMOCRATIC		LAISSEZ-FAIRE
Likert (1982)	EXPLOITATIVE AUTHORITATIVE BENEVOLENT AUTHORITATIVE		CONSULTATIVE	PARTICIPATIVE	
Hersey and Blanchard (1988)	TELLING / DIRECTING	SELLING / COACHING		PARTICIPATING / SUPPORTING	
Vroom and Yetton (1973)	LEADER TAKES KNOWN INFORMATION THEN DECIDES ALONE.	LEADER GETS INFORMATION FROM FOLLOWERS, THEN DECIDES ALONE.	LEADER SHARES PROBLEM WITH FOLLOWERS INDIVIDUALLY, OR AS A GROUP, LISTENS TO IDEAS THEN DECIDES ALONE.	LEADER SHARES PROBLEMS WITH FOLLOWERS AS A GROUP THEN SEEKS AND ACCEPTS CONSENSUS AGREEMENT	
House and Mitchell (1974)	DIRECTIVE	SUPPORTIVE		PARTICIPATIVE	ACHIEVEMENT-ORIENTED
Bass (1985)		TRANSFORMATIONAL			
Burns (1978)	TRANSACTIONAL				

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References

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Lewin, K., Lippitt, R., & White, R.K., (1939) Patterns of aggressive behavior in experimentally created "social climates". *The Journal of social psychology*. 10, 271 - 299.

Likert, R., (1982) The Uncertain Future of the Leadership Concept: Revisions and Clarifications. *Journal of Applied Behavioral Science*. 18: 293-307

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Also see

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Websites

http://changingminds.org/disciplines/leadership/styles/leadership_styles.htm

<http://www.nhsleadershipqualities.nhs.uk/>

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