Theories of Leadership

Leadership is an interpersonal process that focuses on influencing and motivating others to achieve goals. There are several theories of leadership style that are used in the healthcare environment. These include; great man leadership, charismatic leadership, quantum leadership, relational leadership, and shared leadership. An effective leader has several behaviors and qualities, which include being inspirational, the ability to guide and assist, communicative, the ability to think critically, and the desire to take action.



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Theories of Leadership

Great Man
Great-big Man
The Great Man Theory is one of the earliest theories of leadership and suggests that leadership is inherited at birth. It was believed that if one was born in a strong family of leaders, then they too would inherently become a leader. However, this theory is considered old leadership culture.

Charismatic
Charismatic Leader with Charms
A charismatic leader has certain qualities such as high-self confidence, charm, and the ability to influence the public.

Relational
Relatives
Relational leadership is based on teamwork and collaboration. This type of leader will keep social communication, distribute tasks, provide contribution and celebrate accomplishments.

Shared
Sharing Leaders
Shared leadership is based on the foundation that multiple individuals share responsibility for attaining the healthcare organization’s goals. This type of leader empowers staff by allowing healthcare professionals to join forces and collaborate to expand care.

Quantum
Quantum Physicist
The quantum leadership theory is based on the concept of the chaos theory. This type of leader thinks outside of the box and zooms out to the bigger picture. In an ever-changing environment, this leader prevents instability and promotes creativity, and adjusts roles as things change.

Effective Leader Behaviors and Qualities

Takes Action
Takes the Action-clapper
An effective leader takes action and motivates others to adapt to change and achieve their goals.

Inspires
Inspiring-speech
An effective leader treats those they lead as unique individuals, inspiring followers and triggers critical thinking among the public.

Guidance and Assistance
Guiding and Assisting
An effective leader establishes trust among their followers, and provides guidance and assistance, and feedback when needed.

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Communicates

Phone

An effective leader communicates their vision with clarity and ease, they establish trust with the public and empower those they lead.

Thinks Critically

Thinking Cricket

An effective leader stimulates their followers to think critically and encourages new ways of thinking.

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