

## AUTOCRATIC STYLE



### Characteristics

- Decides to make all major decisions on their own
- Prefers less control and responsibility over others
- Does not like to delegate decision-making authority
- Belief in strict hierarchy and strict regulations
- Highly controlling and strict
- Not interested in developing their team
- Highly autocratic and dictatorial



### Advantages

- High level of accountability and responsibility
- Decisions are made quickly
- Efficient and timely for a good team
- Setting up a system that has to be implemented is strong
- Highly efficient and effective



### Disadvantages

- Not a good style for the long run
- Can become dictatorial in the long run
- Does not consider the needs of the organization
- A strong sense of control by the leader
- Employee job satisfaction is not the same
- Can cause low morale and motivation
- Employee turnover is high
- Employee development is limited
- When made leader at a certain level it probably reflects



### When To Use It

- For new, smaller, efficient or paper projects
- When there is a strict deadline
- When there is low motivation
- When there is high hierarchy in institution

## DEMOCRATIC STYLE



### Characteristics

- Decides to make all major decisions
- Shares responsibility for making decisions, Major decisions
- Encourages a good environment
- Encourages freedom in other aspects of work, like autonomy
- Encourages feedback and seeks for opportunities for development by listening to their team
- Encourages open communication, transparency, problem-solving sessions



### Advantages

- Team members are more satisfied with work
- They are satisfied of freedom
- Highly efficient and better
- High level of motivation
- High level of innovation
- More likely to be highly skilled workers that are more efficient
- Employee turnover is highly reduced
- High level of commitment to their position and colleagues
- High morale in employees



### Disadvantages

- Decisions are not made quickly
- They don't work for high pressure and fast decisions
- Team members are more likely to change their position in some cases
- They need a lot of training, motivation, sharing ideas, and trust and confidence of the team members



### When To Use It

- When it's required that every team member contributes their own creativity, entrepreneurship to the project
- When it's required to promote learning and team development
- When working with a lot of people who have had good higher belief and high input in project work

## BUREAUCRATIC STYLE



### Characteristics

- Decisions are highly centralised and are made by committee
- Decisions are controlled by following strict procedures, bureaucracy, which has to be followed in maintaining
- Decisions are highly linked with strict administrative, legal and other regulations
- Team goals are highly strict and uniform
- Highly focused on rules and regulations



### Advantages

- Highly focused on output quality
- Individuals work in a specific field, which is more focused, more specific
- Highly predictable in terms of outcomes
- Highly efficient and effective
- Highly efficient and effective
- Team members



### Disadvantages

- Decisions are not very efficient in nature
- Employees are not that highly satisfied and efficient due to personal interests
- Not much innovation in the long run
- Employees are not that highly satisfied and efficient due to personal interests
- Employee turnover is high
- Employee development is limited



### When To Use It

- When updating the scope of a project and work
- When there needs to be high control and strict and strict rules

## CHARISMATIC STYLE



### Characteristics

- Highly self-efficiency and sense of power
- Decisions are based on their own personal experiences and knowledge
- Decisions are based on their own personal experiences and knowledge
- Decisions are based on their own personal experiences and knowledge
- Decisions are based on their own personal experiences and knowledge
- Decisions are based on their own personal experiences and knowledge



### Advantages

- The team is powerful with a charismatic leader
- Creates a connection, high involvement, better team and individual performance of the team
- Includes high energy and high morale, and increases the team's engagement
- Team can be easily created and grows quickly, without much time or effort
- Team members will be more focused on their work, helping you increase efficiency in terms of completion of the task



### Disadvantages

- Requires a high level of time from the leader
- They need motivation to maintain the motivation of the organization and maintaining it is not that easy
- Can be difficult for the leader, taking care of many team members
- Team members are not that highly satisfied and efficient due to personal interests
- Team members are not that highly satisfied and efficient due to personal interests



### When To Use It

- When it's required to create a team that is most efficient and effective
- When there needs to be more goals, and focus on project outcomes, because it's a sense of the project
- When updating or updating when you have to make a quick decision or adjustment

# Style Guide For Training Materials Writing

**IPPC Secretariat**

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**Business Discourse** Francesca Bargiela-Chiappini, Catherine Nickerson, B. Planken, 2013-07-25 This second edition reviews the field of business discourse centring on the investigation of business language and communication as practice. It combines research based discussions with innovative practical applications and promotes debate and enquiry on a range of competing issues emerging from business discourse research and teaching practice.

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