LEADERSHIP AND MOTIVATION

LESSON 1

LESSON PREVIEW

- What Leadership is?
- Leadership Theories
- The role of Managers and Leaders
- Leadership in Shipping
- Case Studies

WHAT LEADERSHIP IS?

Leadership is a term used to describe the process by which a person can influence a group of people towards achieving a common goal.It involves the ability to inspire, motivate, and mobilize people to work together and achieve desired outcomes.Leaders provide guidance, direction, and support to their team, helping them overcome challenges and reach their full potential.

- Dixon defines leadership as below;

"Leadeship is no more than exercising such an influence upon others that they tend to act in concert towards achieving a goal which they might not have achieved so readily had they been left to their own devices"

- Bill Gates once said;

“As we look ahead into the next century, leaders will be those who empower others.”

- John Maxwell, a so-called leadership expert defines is as;

“Leadership is influence – nothing more, nothing less.”

Some characteristics of effective leaders ;

1. Vision
2. Integrity
3. Confidence
4. Empathy
5. Resilience
6. Empowerment
7. Effective Communication

And the list goes on and on...

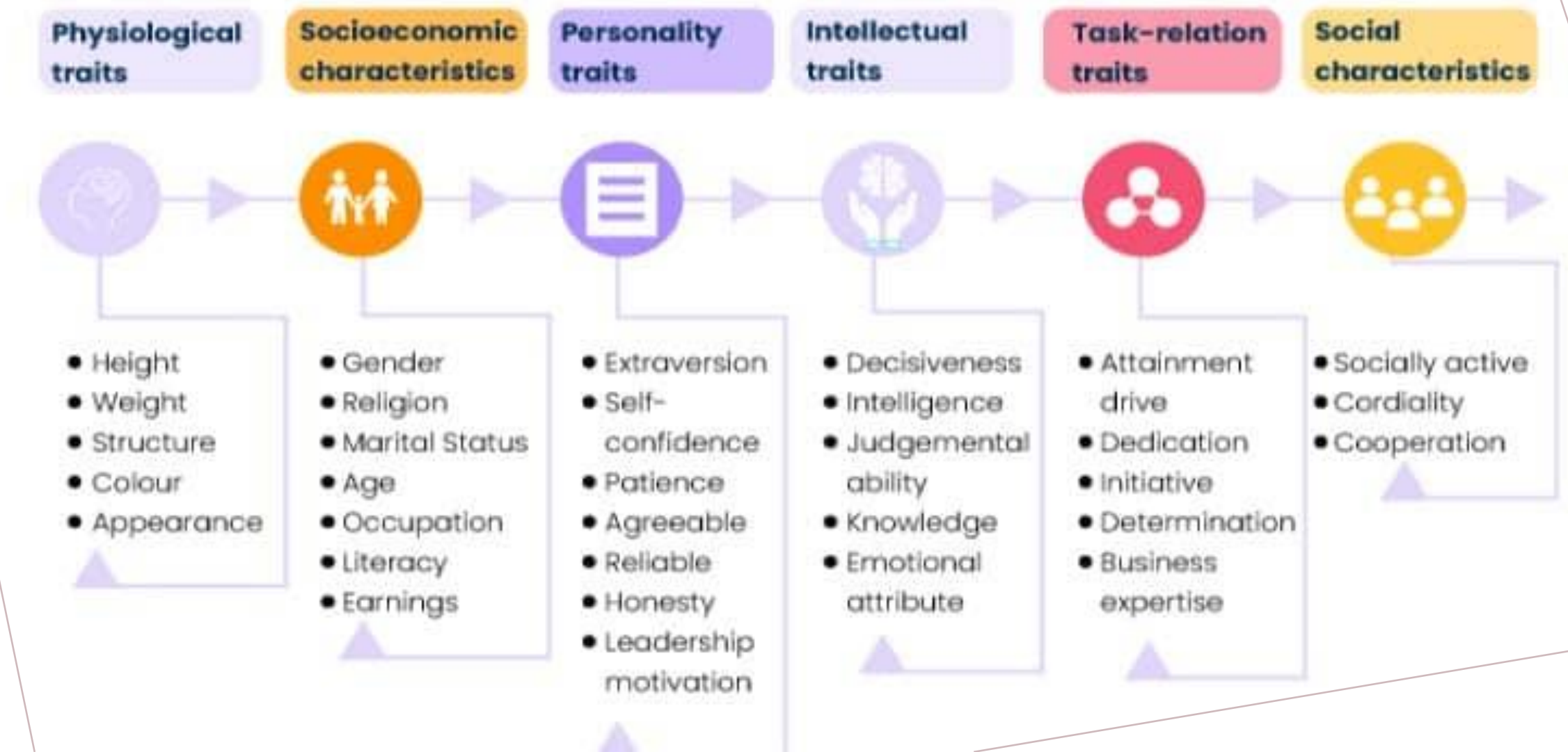
Can you also name a few characteristics which will make a person a leader in your opinion?

LEADERSHIP THEORIES

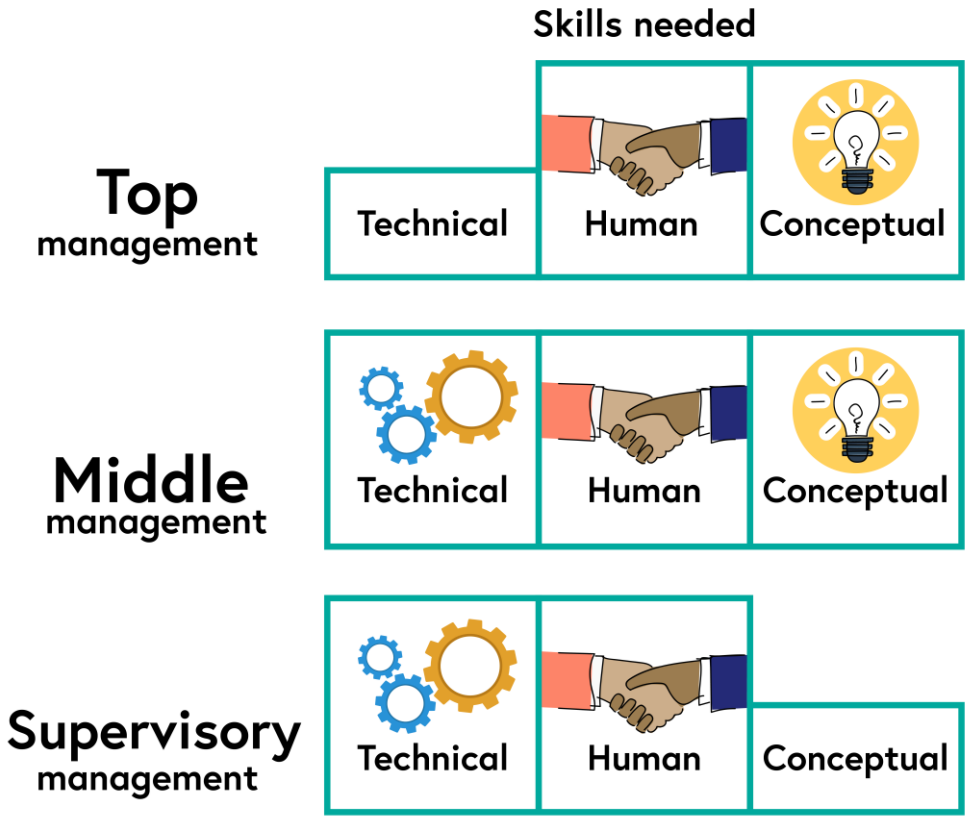
- There is plenty of theories that have been developed over the years.

1. Trait theory; suggests that effective leaders possess certain inherent traits or qualities that contribute to their leadership effectiveness.
2. Skills theory
3. Behavioral theory; focus on the actions and behaviors of leaders rather than their inherent traits.
4. Situational theory; suggests that no single leadership style is best. Instead, it depends on which type of leadership and strategies are best suited to the task.
5. Path-goal theory
6. Charismatic theory

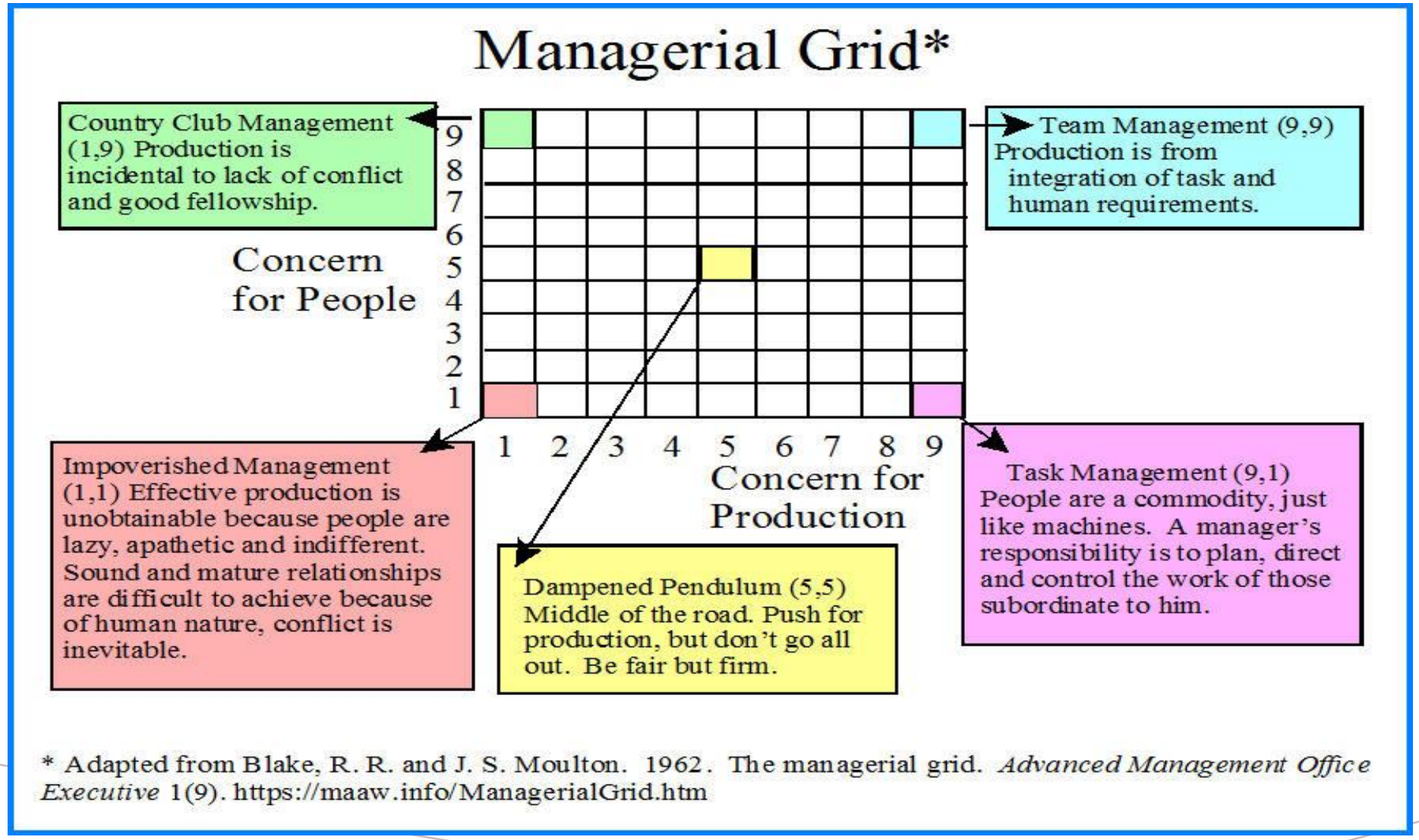
Trait Theory of Leadership



"THREE-SKILL APPROACH" BY ROBERT KATZ (1955)

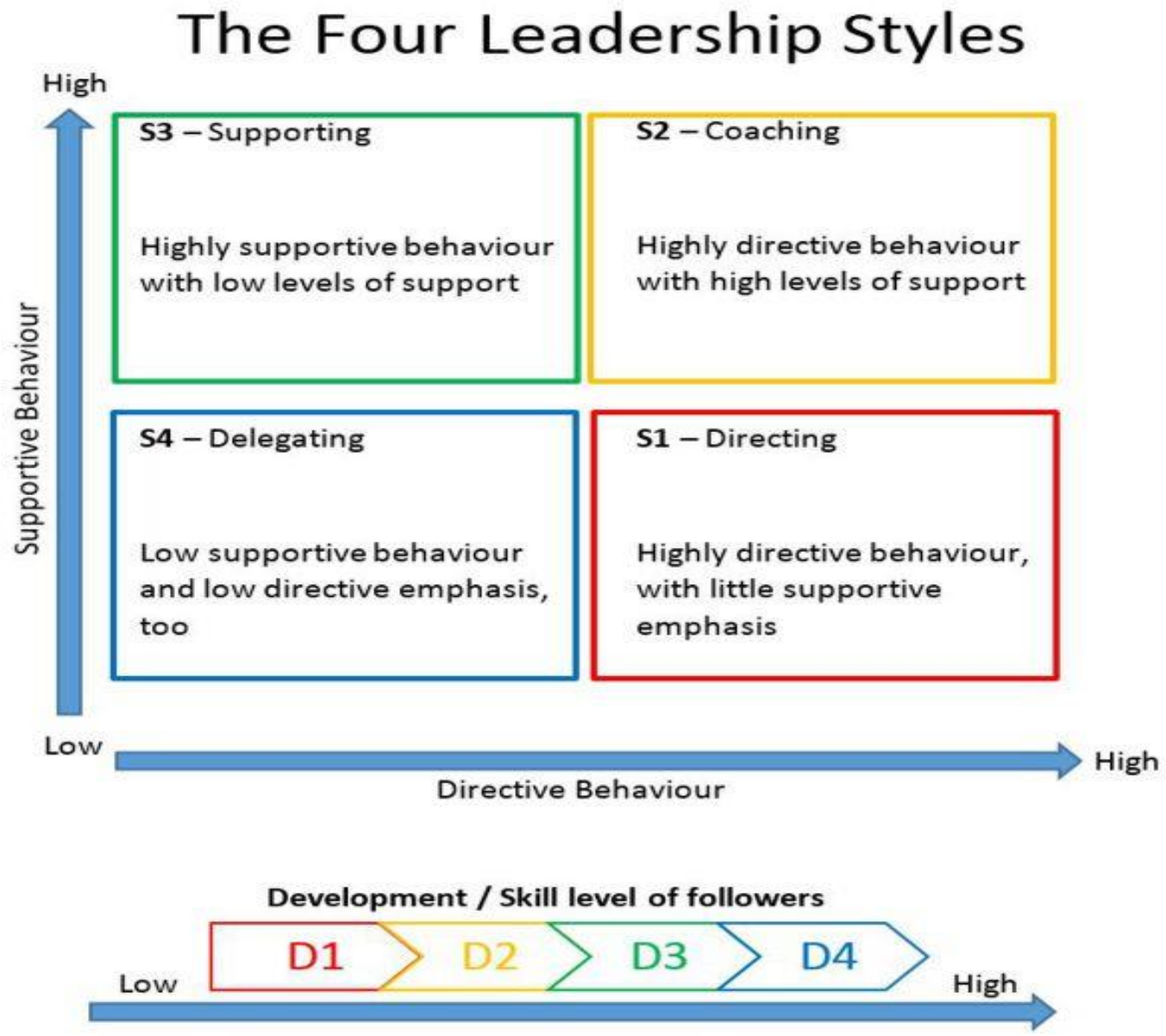


THE MANAGERIAL GRID ; A BEHAVIOURAL THEORY



* Adapted from Blake, R. R. and J. S. Moulton. 1962. The managerial grid. *Advanced Management Office Executive* 1(9). https://maaw.info/ManagerialGrid.htm

SITUATIONAL THEORY



THE ROLE OF MANAGERS AND LEADERS

- A manager is an individual who is responsible for overseeing and coordinating the work of a group of employees or a department.
- Four main functions; planning, organizing, leading, and controlling
- A manager can be a leader but not all of them are.

Process	Management	Leadership
Vision	• Plans and budgets • Develop processes and set timelines	• Establish the strategic direction and refines the vision
Human Development	• Delegate responsibility • Implement the vision • Display low emotion • Limit employee choices	• Align the organization to vision • Communicate the vision, mission, and strategic direction • Display driven, high emotion • Increase choices
Execution	• Control processes • Identify problems, and solutions • Monitor results • Take a low-risk approach to problem-solving	• Motivate and inspire • Aim to satisfy basic human needs • Take high-risk approach to problem-solving
Outcome	• Provide expected results to leadership and other stakeholders.	• Promote useful and drastic changes

LEADERSHIP IN SHIPPING

- Leaders in this sector prioritize and promote a culture of **safety** by implementing strict safety protocols and ensuring compliance with international safety standards.
- With increasing focus on **sustainability** and environmental conservation, leaders in the shipping industry are taking initiatives to reduce their environmental footprint.
- Shipping operations can face unexpected challenges such as natural disasters, piracy, or accidents. Leaders in the shipping industry demonstrate **crisis management skills** by swiftly responding to emergencies, coordinating rescue operations, and ensuring the safety of personnel and cargo. They make critical decisions **under pressure** .
- Leaders in the industry promote partnerships and **collaborative efforts** between shipping companies, ports, government agencies, and industry associations. They facilitate dialogue, negotiate agreements, and work towards standardization and harmonization of regulations.
- Effective leaders in the shipping industry prioritize the development and **well-being** of their employees.