



Leadership and leadership in the group

In a socio-psychological sense, leadership and leadership are mechanisms of group integration that unite the actions of the group around the individual performing the function of leader or leader.

Leadership and leadership are considered in social psychology as group processes related to social power in the group. Under the leader and the head the person rendering leading influence on group is understood: the leader - in system of informal relations, the head-in system of formal relations.

There are two aspects of power

The diagram features a central title 'There are two aspects of power' at the top. Two red arrows point downwards from this title to two separate text blocks. The left block is on a black background and describes the 'Formal (the instrumental aspect)'. The right block is on a teal background and describes the 'psychological' aspect. A large teal circle is positioned behind the right block. The overall background is a dark teal color.

Formal (the instrumental aspect)

associated with
the legal authority
of the head

psychological

it is determined by the
personal abilities of the
head to influence the
members of the group

The differences between leader and Manager:

- 1.) The leader regulates interpersonal relations, and the head – formal. The leader is connected only with intra-group relations, the head is obliged to provide a certain level of relations of the group in the microstructure of the organization;
- 2.) The leader is a representative of his group, its member. He acts as an element of the microenvironment, while the leader enters the macroenvironment, representing the group at a higher level of social relations;
- 3.) Leadership is a spontaneous process, unlike leadership. The user acts as a more stable phenomenon than the leadership;

4.) The leader in the process of influencing subordinates has significantly more sanctions than the leader. It can use formal and informal sanctions. The leader has the ability to use only informal sanctions;

5.) The difference between a leader and a leader is related to the decision-making process. For their implementation, the Manager uses a large amount of information, both external and internal. The leader has only the information that exists within the group. Decision-making by the leader is carried out directly, and the head-indirectly. A leader is always authoritative, otherwise he will not be a leader. The leader may or may not have authority at all.

Among the theories of leadership there are several :

Trait theory supports the idea that leadership is a phenomenon born of specific traits of a leader.

Situational theory proclaims the importance of the situation in the process of nomination of the leader.

Situational theories of leadership led to the development of a **theory of the defining role of followers**. A leader cannot exist without a social group. In this regard, it is necessary to study the interests of the group.

Within the framework of the theory of traits, situational theory and the **theory of the determining role of followers**, a complex theory of leadership was developed, including the main ideas of all three theories.

D. Myers believes that leadership is the process by which certain members of a group motivate and lead the group. In this case, the leader can be officially appointed or elected, but can be nominated in the process of group interactions.

Leadership was considered as the effect of unrealized in the social life of some human instincts (Z. Freud).

Management theories aimed at developing the problems of so-called middle-level managers have gained popularity.

Leadership style is a typical leader's system of methods of influence on the members of the group.