

Analysis of Specific Characteristics of Leadership Typology

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Article Information

Received: March 28, 2023

Accepted: April 16, 2023

Published: May 18, 2023

Keywords: leader, manager, society, state, economy, politics, typology, activity, person, tradition, function.

ABSTRACT

This article provides detailed information about the characteristics of leadership, the theoretical foundations of leadership concepts, leadership typology, the concept of leadership, and the activities of leaders.

Leadership can be called one of the unique phenomena of social life related to the implementation of power functions. It is inevitable in any civilized society and covers all spheres of life.

Concepts of leadership can be divided into three groups according to their theoretical basis:

1. Based on the fact that leadership is a universal phenomenon of human activity, it is derived from the fact that the laws of its implementation are the same in all aspects of social life.
2. Identifying leadership with leadership and management, and official ownership of power is considered a necessary and sufficient condition for leadership; the leader's activity appears as a necessary and sufficient condition for leadership, because the administrative specificity of the event is mainly reduced by the legal regulation of the official's actions. Leadership as a social institution is determined by state bodies.
3. To consider leadership as a unique phenomenon of social life that cannot be reduced to psychological, economic or legal principles. Leadership is carried out through the activity of a certain mechanism - one of the necessary political institutions.

Ancient ideas about leadership included the qualities of individuals such as priests, kings, queens, scholars, and politicians.

In antiquity, leadership had a personal character and represented influence based on the reputation of a certain person and his services. The relationship between the leader and his followers was close to a teacher-disciple relationship.

In medieval Europe, the influence of a leader was based not on personal qualities, but on the ability to lead a certain community. The leader was mainly required to be able to unite the group to achieve the set goals, to form the interests of the group.

Leadership in modern society is a way of building power based on the integration of various social groups through specific mechanisms around a leading program for solving various problems and tasks of social development.

Leadership, by its very nature, is able to unite people in a joint effort and carry out this task over a long period of time, solving problems that are subject to a common goal step by step. There are different classifications of the leadership phenomenon.

According to M. Weber's teaching on ways of legitimization, the powers of leaders are divided into:

Traditional leaders, usually tribal chiefs, monarchs, etc. Their authority is based on tradition, custom;

Reasonable - legal or regular - are democratically elected leaders;

Charismatic - leaders who, according to many, have a unique elegance, outstanding qualities, extraordinary leadership skills. Charisma consists of the leader's actual abilities and the attributes attributed to him by his followers. Examples of charismatic leaders are Kim Il Sung, F. Castro. The first type of leadership is based on habit, the second is based on reason, and the third is based on beliefs and emotions. as a result, he is considered supernatural or has special powers of his own that are not available to other people. Initially, this quality was magically conditioned and was characteristic of both diviners and sages. No matter how "objectively" morally correct the relevant quality is, it doesn't really matter in the abstract. One thing that matters is how it is actually evaluated by those who are subject to charisma, the "disciples".

J. McGregor Burns divides leaders into two categories: transformers and businessmen. Leaders who have certain visions for society - transformers - begin to do something in the name of realizing their vision. Leaders - businessmen, on the contrary, focus on details and act on the principle of "here and now" without forming a global vision of the future. Previously, Pareto classified leaders according to the same criteria as Burns, "lions" and "sheep". Burns' analysis is an important step forward in differentiating leaders, but it remains limited because the reality is so rich that it cannot be "conveniently placed" into two categories.

In addition, there is a division of leaders into ordinary ("real") and great (both great "heroes" and great "villains"). True leaders do not leave a mark in history, do not change the usual course of events. It is believed that the course of history is determined only by leaders - heroes (or villains). According to their character, leaders are divided into "active-positive" and "active-negative", as well as "passive-positive" and "passive-negative" divided.

In modern political science, four collective images of the leader are often called:

1. The leader is distinguished by his vision of reality, the existence of an idea that captures the masses.

2. The leader-servant strives to be a spokesperson for the interests of his supporters, pays attention to their opinion and acts on their behalf.

3. A leader - a salesperson can present his ideas attractively and convince people of his

benefits.

4. The leader - the firefighter focuses on solving the most urgent problems in society, the urgent demands of the time.

In real life, these four types of leadership are usually found in different proportions with different people.

According to the American sociologist W. Stone, high-level political leadership has several differences compared to leadership in a small group, which allows him to distinguish two independent types of leadership.

1. "Face-to-face" leadership is carried out in small groups, where all participants in the process have the opportunity to communicate with each other.

2. "Distance" leadership is the leadership of leaders who are followed by many masses.

The nature of leadership is an important factor in the analysis of leadership. The general concept of leadership includes a number of factors combined in different ways, which allow to determine the nature of leadership at any time.

1. The leader's personality and background, the process of his becoming a leader.

2. Characteristic features of groups and individuals led by this leader.

3. The nature of the relationship between the leader and the people he leads.

4. The context or conditions in which he exercises his leadership role.

5. Results of interactions between the leader and those he leads.

How we get leadership from this depends on the nature and combination of these five factors. This definition of the nature of leadership was proposed by the American political scientist M. Herman in the work "Components of Leadership".

M. G. Herman also points out that leaders and the governed act in a certain context, which indicates the "pressure" on the leader, as well as the demands placed on him. These requirements include:

The presence and nature of formalized rules for decision-making;

The level of responsibility of the leader to the leader;

Strength and type of resistance;

The nature of any shared beliefs;

Resources available to the manager;

The organizational layer between the leader and the leader.

Each of these factors helps define the situation, the context, in which leadership can occur.

A leadership context is the setting in which leadership is exercised. The context determines which environment the leader pays special attention to, the boundaries of the leader's interactions with those he wants to lead. Furthermore, it depends on the context, the extent to which a leader can use certain procedures in the exercise of leadership, who evaluates this leadership, and how effective they perceive it to be.

An integral part of the leader is the leader himself, who has the right to make decisions in relation to other people and organizations in the group, who is responsible for the consequences of any decision.

Such a typology of leaders can be found in socio-psychological literature. There are two psychological types of leaders: "players" and "honest".

The first appearance is great, reliable, flexible. They know how to "show off", and therefore they quickly change their position, taking into account only their own interests. In fact, they do not

know how to work with full dedication, they do not cope well with problems.

“Honest” leaders are not very visible, but they are consistent. They accept any difficult work, they strive to learn everything that earns trust and respect for a long time. They are also flexible and act according to the circumstances, but they do not live for today, they try to “get” more from it, but are focused on the future. Power will remain in their hands for a long time. They are true leaders who have absolute authority over their subordinates.

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