



Tishk
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Leadership

trust and coordination ref: 1.1.2



What is Leadership ?



Leadership is the ability to guide, influence, and motivate individuals or groups toward achieving a common goal effectively and responsibly.

LEADERSHIP

Leading others toward a shared vision and a better future.



VISION
PURPOSE
IMPACT



VISION

Sees the big picture and sets a clear direction.



INFLUENCE

Inspires and motivates others to take action.



INTEGRITY

Leads with honesty, values and trust.



EMPOWERMENT

Develops people and brings out the best in them.



ACCOUNTABILITY

Takes responsibility and leads by example.



A LEADER DOESN'T JUST SHOW THE WAY,
THEY WALK THE WAY.

Who is a Leader?

Someone who can see how things can be improved and who rallies people to move toward that better vision.

Leaders can work toward making their vision a reality while putting people first. Just being able to motivate people isn't enough





TEAMWORK

MOTIVATION

SUPPORT

COMPETENCE

LEADERSHIP

POWER

SKILLS

COMMUNICATION

RESPONSIBILITY

Common Leadership Styles

1

Coach
Motivational

2

Visionary
Progress-focused and inspirational

3

Servant
Humble and protective

4

Autocratic
Authoritarian and result-focused

5

Laissez-faire or hands-off
Autocratic and delegatory

6

Democratic
Supportive and innovative

7

Pacesetter
Helpful and motivational

8

Transformational
Challenging and communicative

9

Transactional
Performance-focused

10

Bureaucratic
Hierarchical and duty-focused

FACTORS AFFECTING LEADERSHIP STYLE

1. LEADER'S PERSONALITY

Values, self-awareness, confidence and emotional intelligence shape the leadership approach.



2. ORGANIZATIONAL CULTURE

The values, norms and work environment influence how leaders lead.



3. NATURE OF WORK

Task complexity, industry type and work processes affect the leadership style needed.



4. TEAM CHARACTERISTICS

Team size, skills, experience, diversity and maturity impact the style a leader uses.



5. SITUATIONAL CONTEXT

External environment, market conditions and unexpected challenges shape leadership decisions.



6. LEADER'S EXPERIENCE AND SKILLS

Knowledge, past experiences and competencies influence leadership approach.



7. FOLLOWERS' EXPECTATIONS

People's needs, motivations and expectations influence how leaders lead.



8. ORGANIZATIONAL STRUCTURE

Hierarchy, policies, rules and resources can enable or limit leadership style.



Effective leaders adapt their style by understanding these factors and the situation.



Challenges faced by Leaders

THE TOP 6

LEADERSHIP CHALLENGES

AROUND THE WORLD



1. **Honing** Effectiveness
2. **Inspiring** Others
3. **Developing** Employees
4. **Leading** a Team
5. **Guiding** Change
6. **Managing** Stakeholders

Leadership Challenges

1. Honing Effectiveness: the challenge of developing the relevant skills — such as time-management, prioritization, strategic

thinking, decision-making, and getting up to speed with the job — to be more effective at work.

2. Inspiring Others: the challenge of inspiring or motivating others to ensure they're satisfied with their jobs and working smarter.

3. Developing Employees: the challenge of developing others, including mentoring and coaching.

Leadership Challenges

4. Leading a Team: the challenge of team-building, team development, and team management. Specific leadership challenges include how to instill pride, how to provide support, how to lead a big team, and what to do when taking over a new team.

5. Guiding Change: the challenge of managing, mobilizing, understanding, and leading change. Guiding change includes knowing how to mitigate consequences, overcome resistance to change, and deal with employees' reactions to change.

6. Managing Stakeholders: the challenge of managing relationships, politics, and image. These leadership challenges include gaining managerial support, managing up, and getting buy-in from other departments, groups, or individuals.

How to Handle Challenges?

What is the Most important element for Any Leader???

TEAM

- What is a Team?
- Is it same as a Group?
- Whats the Need for a Team?
- Why do we Need to Build It?

Oldest Team That comes to your Mind



A TEAM

A group of people organized to work together interdependently and cooperatively – a small number of people with complementary skills who are committed to a common purpose, set of performance goals and approach for which they hold themselves mutually accountable.



A GROUP OF PEOPLE

A small number of people working together.



COMMON PURPOSE

Shared vision and reason for working together.



COMPLEMENTARY SKILLS

Each member brings unique skills and strengths.



SET OF PERFORMANCE GOALS

Clear goals to achieve together.



WORK TOGETHER INTERDEPENDENTLY AND COOPERATIVELY

Relying on each other and supporting one another.



MUTUAL ACCOUNTABILITY

Holding each other responsible for commitments and results.



TOGETHER, THEY ACHIEVE MORE THAN THEY COULD ALONE.

One team. One purpose. Shared success.

Individual vs Team

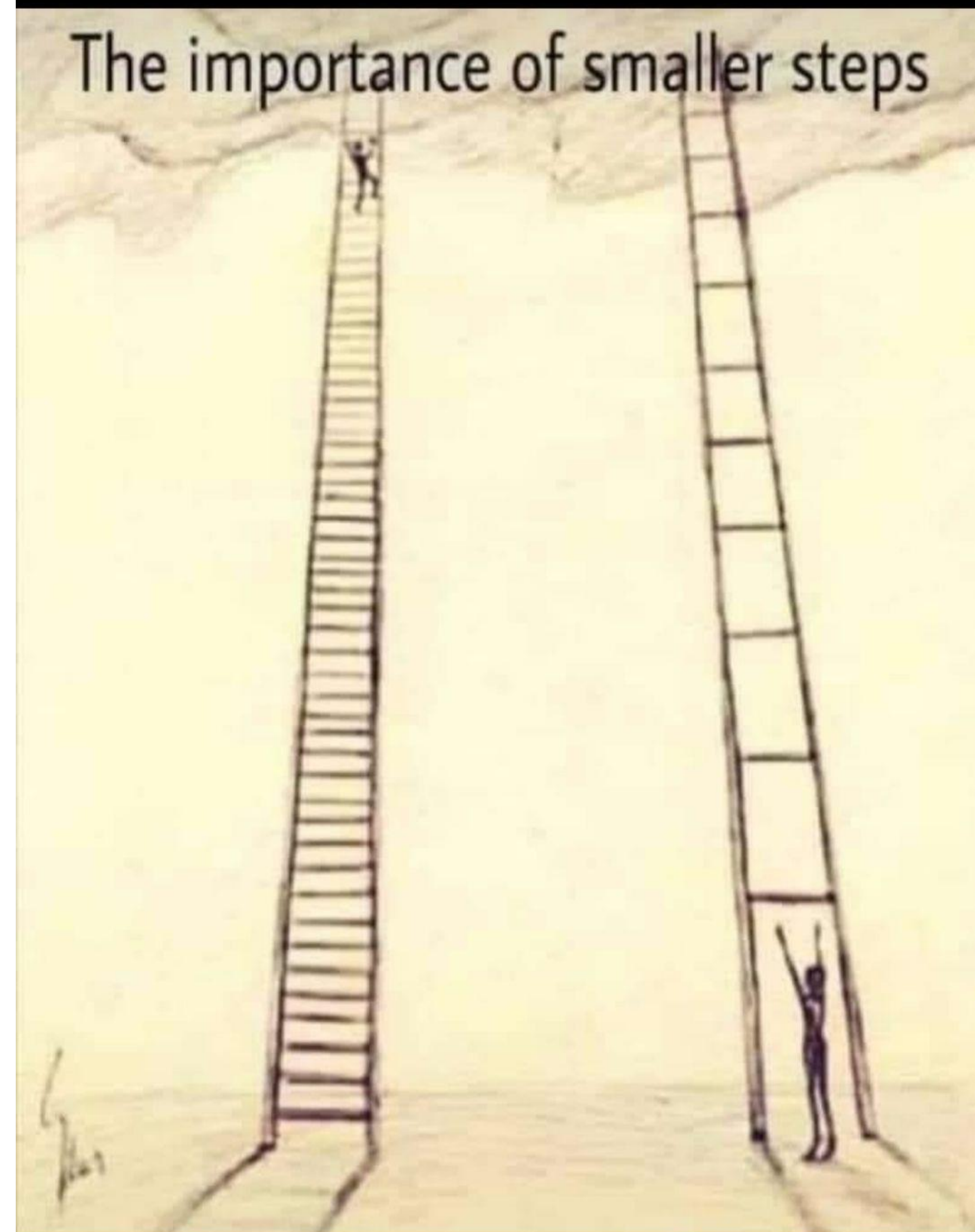
- **Teams more effective than Individual?**
 - Combined team resources
 - Greater probability of success
 - Two hands get more done faster
 - One absence does not cripple a team

Together
Everyone
Achieves
More

Basics of an Effective Team

- Clear Purpose
- Value the role and contribution
- Open Communication
- Mutual Trust
- Participation
- Listening
- Agree to disagree
- Consensus Decision
- Clear Roles & Responsibilities
- Self Assessment
- Problem solving done by the group
- Commitment to the project and the other team members
- Regular team meetings are effective and inclusive
- Positive, supportive working relationships among all team members

The importance of smaller steps



The five stages:

- **Stage 1: Forming**
- **Stage 2: Storming**
- **Stage 3: Norming**
- **Stage 4: Performing**
- **Stage 5: Adjourning**

THE FIVE STAGES OF TEAM DEVELOPMENT



A STRONG TEAM GROWS THROUGH EACH STAGE.

Understanding the stages helps leaders guide their teams to success.

LEADER VS BOSS

The difference is in how they lead and the impact they create.



Leads by example		APPROACH		Orders and expects compliance
Empowers and trusts team members		PEOPLE		Controls and micromanages team members
Communicates openly and listens		COMMUNICATION		Gives instructions and expects silence
Focuses on people development		FOCUS		Focuses on tasks and short-term results
Creates a positive and collaborative environment		ENVIRONMENT		Creates a tense and fear-driven environment
Earns respect and loyalty		IMPACT		Demands obedience and earns fear
Builds leaders and the future		OUTCOME		Creates followers and dependence



A LEADER BUILDS PEOPLE. A BOSS USES PEOPLE.

Be a leader people follow willingly, not a boss people fear.



**Any
Questions**