

**Four main sources of authority**

* The ***formal status*** of the leader (hierarchy)
* ***Competences and expertise*** of the leader
* Leader’s ***personality***
* The ***function*** filled by the leader

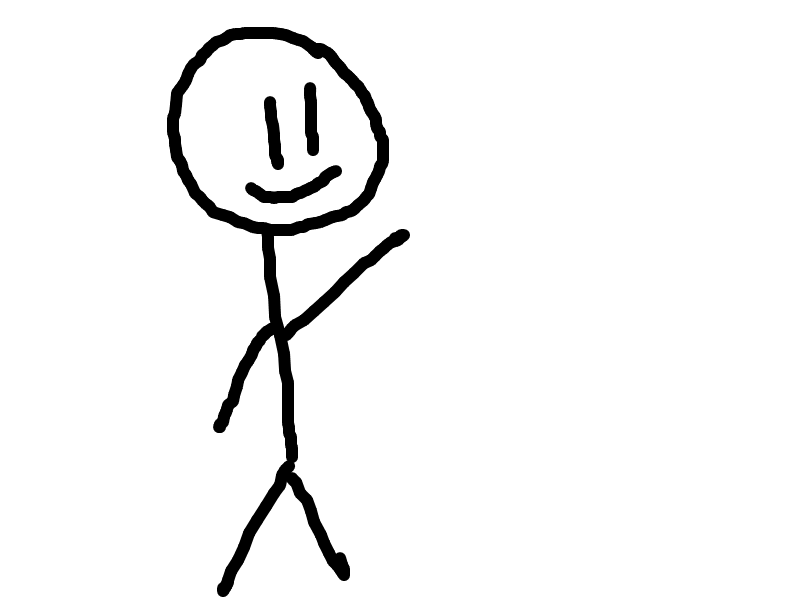
**Five main tasks of leaders**

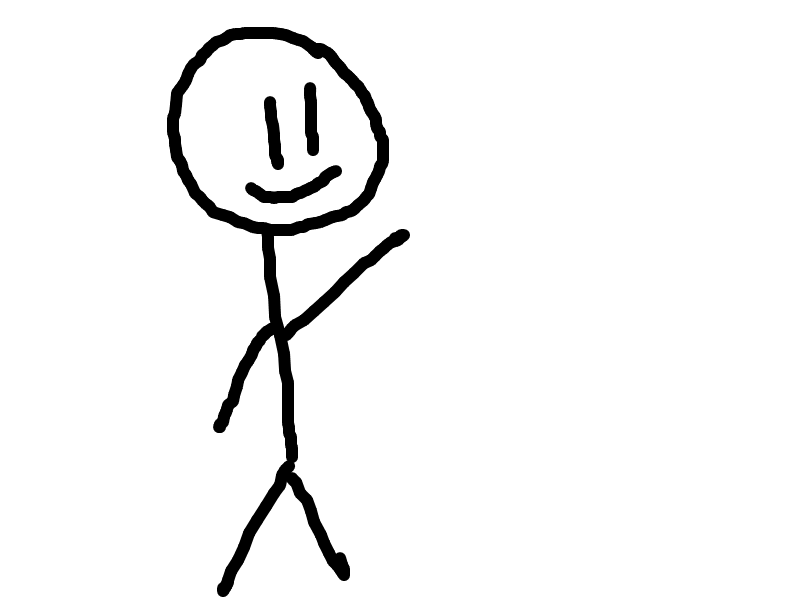
* Actively organize the group in order to reach the common goals
* Understand group dynamics and challenges
* Promote group cohesion and deal with internal relations
* Promote values, principles and the group ideology
* Represent the group to external groups and wider society

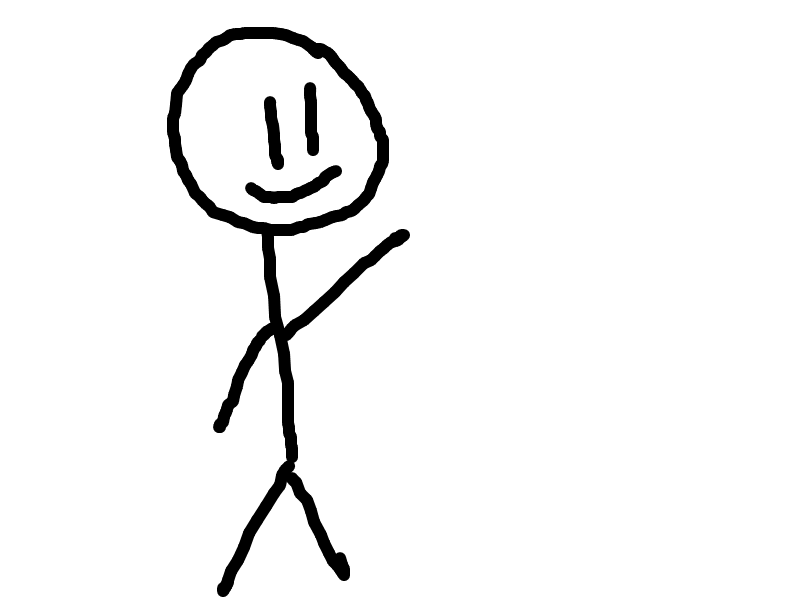
**Which function you fill**

Understanding and acting to support the team

**Team Group**







**How you relate to people**

The mutual relationship you are able to have with followers

**Leader Member Exchange**

**How you fit in**

Understand how you lead and to which situation it fits

**Contingency**

**What you do**

Build good relationships and support followers versus

Assist followers to get the task done

**Behavioral leadership**

**Contingency leadership**

**What you believe in**

The vision, the values, the model

**Transformational**

**What you know**

The skills you learn to solve problems, relate to people, understand situations, etc.

**Skill Approach**

**Who you are**

Personality traits, gender,

level of authenticity

**Great Man**

**Authentic Leader**

