LEADERSHIP
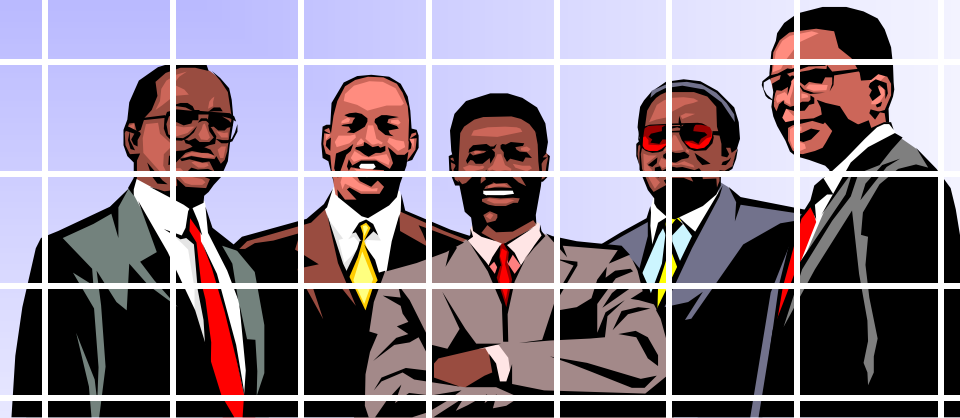
TRUST

Capability to influence member of a group
in order to achieve organizational purposes

Organization need :

LEADER for:
Start change and face with status quo, formulate/
state a vision and inspire all of member in
organization.

MANAJER untuk :
Formulate specific plan, create efficiency in
organizational structure, and manage daily
operational activity.

Trait Theories of Leadership

This theory have a viewpoint that individual personality, social status, or intelligence (from genetic) that make someone to be a leader

individual personality, social status, or intelligence can make someone to be a leader, but it can't guarantee that he/she will be succed to reach an organization goal.

Behavioral Theories of Leadership

This theory show that leader has specific behavior (can be learned) which is differed from others

Atribut to measure leadership effectiveness consist of behavior that related with interpersonal relationship and technical aspect in a job.

The weakness from this theory doesn't consider situational factor as a variable to measure leadership effectiveness

Perform best

Concern for people

9 | 1,9 | | | | | | | | 9,9
8
7
6
5 | | | | | 5,5
4
3
2
1 | 1,1 | | | | | | | | 9,1

1 2 3 4 5 6 7 8 9

Concern for production

Contingency Theories

A Leadership type willn't always match with all of the condition.

Situational Leadership

	high	
Ability	*Supportive and participative*	*Laissez-faire*
	Clear and specific directions	*High task and High relationship*
	low **Willingly** *high*	

Neo-charismatic Theories

- Emphasize to leader's behavior that can be a symbol and have emotional fascination
- Try to reveal ways for create extraordinary levels of follower commitment
- Avoid Complexcity in manage all of leadership activity

Charismatic Leadership

Follower commitment come from behavior observation that reflect sacrifice from their leader

Characteristic :
- Have a clear vision
- Willing to sacrifice their interest
- Realistic in problem solving
- Response to follower needs
- Unconventional

Transformational Leadership

A leader gives individual attention to all of his/her follower in form of inspiration, increase intelectual ability and knowledge improvement to get an extra effort.

Visionary Leadership

A leader that make a vision as driving factor to mobilize potention and resource in organization

LEADERSHIP ISSUES (a)

1. Emotional Intelligence

2. Team leadership

3. Moral Leadership

4. Cross Cultural Leadership

Expectation that other party will not cheating in used to opportunity

Belief to be strong factor that can replace convention of bureaucracy to create cooperation in organization.

- Moral
- Ketulusan

- Technical ability
- Interpersonal skills

- Predictable
- Dapat diandalkan

Integrity

Competence

Consistency

Loyalty

Openness

- Rela berkorban
- Melindungi

- Tell the truth
- Honest

Alasan mempercayai seseorang :

Deterrence-based trust, adalah rasa percaya/ mempercayai seseorang yang didasarkan pada rasa takut atau segan (menghindari konsekuensi buruk yang mungkin terjadi). is someone belief based on fearness or ………. (to avoid negative consequences)

Knowledge-based trust, adalah rasa percaya/ mempercayai seseorang yang didasarkan pada 'behavioral predictability' (merupakan akumulasi pengalaman berinteraksi antara kedua belah pihak). Is someone belief based on behavioral predictability (because high interaction experience)

Identification-based trust, adalah rasa percaya/ mempercayai seseorang yang yang timbul karena masing-masing pihak telah saling memahami secara mendalam keinginan dan aspirasinya. Is someone belief based on deep understanding between two party

Tahapan rasa percaya

Identification-based

Knowledge-based

Deterrence-based
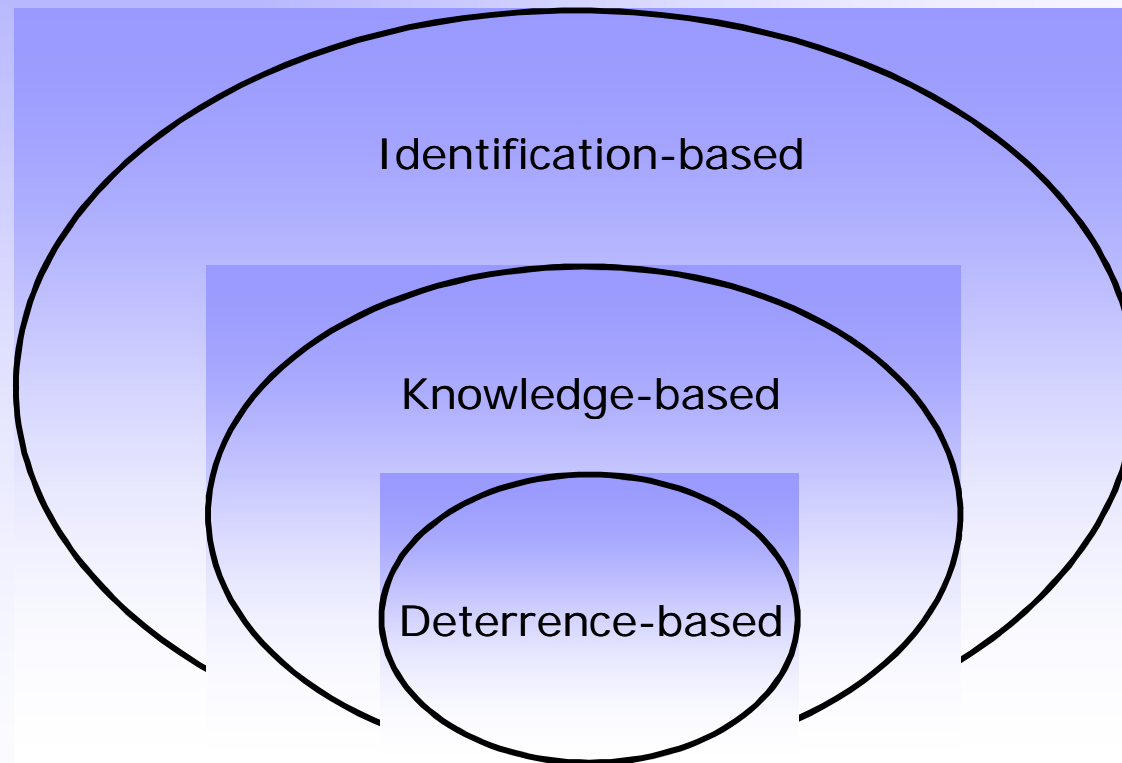
Kepercayaan akan terbentuk bila :

Practice openness
Openness leads to confidence and trust

Be fair
Consider how others will perceive in terms of objectivity and fairness

Speak your feelings
If you share your feelings, others will see you as real and human

Tell the truth
People are more tolerant of hearing of something they don't want to hear than finding out that their manager lied to them

Kepercayaan akan terbentuk bila :

Show consistency
Acts consistently, than you will earn trust

Fulfill your promises
Promises made must be promises kept
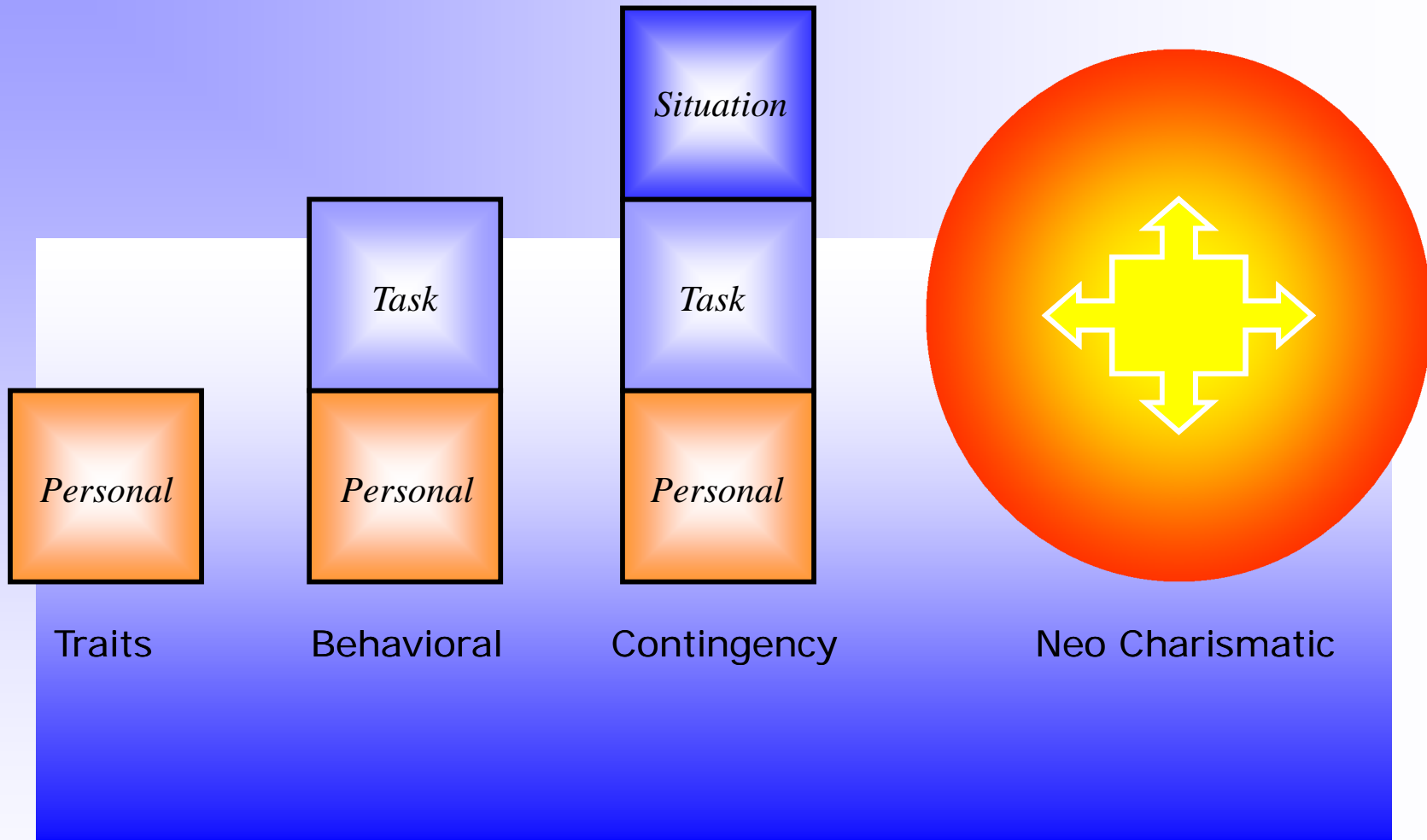
Maintain confidences
We trust people who are discreet and whom we can rely

Demonstrate competence
Develop the admiration and respect by demonstrating technical and professional ability

Traits	Behavioral	Contingency	Neo Charismatic
		Situation	
	Task	*Task*	
Personal	*Personal*	*Personal*	

TRUST