



Teacher guide

Leadership styles - Tesco

Where does the lesson fit?

This session would fit in a Managing People or Human Resources module, preferably following by the session relating to factors affecting the choice of leadership style



Suggested resources & activities related to leadership styles and Tesco

- Full Tesco case study
- Leadership Styles PowerPoint
- Factors Affecting Leadership Styles lesson resources
- Tesco crossword
- Tesco word search

Suggested timings for the session

5 mins	Starter e.g. Tesco crossword
5 mins	Use the Leadership Styles PowerPoint to discuss the topic
5 mins	Read the case study
15 mins	Questions
20 mins	Task . creating a presentation in small teams
10 mins	What have you learned?

Answers to questions

1. What is leadership?

Leadership is concerned with influencing, motivating and inspiring people.

2. List the three different leadership styles commonly used in organisations.
 - Autocratic (Telling)
 - Democratic (Sharing)
 - Laissez-faire (Hands-off)

(Other leadership styles have been identified, however, such as Paternalistic (Selling) and Participative (Sharing))



THE TIMES 100

BUSINESS CASE STUDIES

3. Explain the difference between an \pm consult approach and an \pm share approach to leadership.

With a consultative approach, the manager still makes the final decision but will consult with the workers beforehand. With an \pm share approach the workers are involved in the decision making process, with each member having equal input.

4. Analyse why some managers may be happy to adopt a laissez-faire style of management.

Managers may adopt a laissez-faire style because:

- The workers are skilled at making decisions
- The workers may have more knowledge and ideas relating to the decision making if they are \pm at the coalface
- A laissez-faire can motivate the workers leading to better productivity, lower absenteeism and lower labour turnover.

Or:

- The manager may not want to make the decisions themselves.

What have you learned?

Expected learning would include:

- The different management styles include autocratic, paternalistic, democratic, participative, laissez-faire
- Alternatively the styles may be called: telling, selling, consulting, sharing, hands-off
- Leadership styles can be considered in terms of the amount of control of the manager compared to the freedom given to employees.
- Managers may have a preferred leadership style, however, different styles may be necessary in different situations