

CHARACTERISTICS AND FEATURES OF THE DEMOCRATIC LEADERSHIP STYLE

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To understand what a Democratic management style is, its characteristics and features, first you need to understand what a management style is and what they are. There are eight styles in total, all of them help a manager to become a leader in a team and build it as it will be better for the company. These styles are called: bureaucratic leadership, autocratic leadership, laissez-faire leadership, strategic leadership, transformational leadership, transactional leadership, coach-style leadership, democratic leadership [1].

The democratic style is characterized by ensuring the independence of subordinates within the limits of their functions and qualifications. It is a collegiate style that gives. A democratic leader prefers mechanisms of influence that meet the needs of a higher level: participation, belonging, self-expression. He prefers to work in a team, rather than pulling the strings of power, with less freedom of action under the control of the leader. The Democrat's idea of his employees boils down to the fact that work is a natural process. If conditions are favorable, people will not only accept responsibility, but will also pursue it if people are involved in organizational decisions, they will use self-control and self-management, in his understanding, initiation is a function of reward for achieving for him the ability to solve problems creatively is a common phenomenon, and the intellectual potential of an ordinary person is used only partially. Companies dominated by a democratic style characterized by a high degree of decentralization of powers. Subordinates actively participate in the preparation of decisions, enjoy the freedom to carry out tasks. The necessary conditions for the performance of the work have been created, a fair assessment of their efforts is given, and a respectful attitude towards subordinates and their needs is observed. In his activities, the leader of the Democrats has the whole team. He tries to teach subordinates to understand the problems of the department, provide them with effective information and show them how to seek and evaluate alternative solutions. In his activities, the leader of the Democrats has the whole team. He tries to teach subordinates to understand the problems of the department, provide them with effective information and show them how to seek and evaluate alternative solutions. In his

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The peculiarity of the democratic type of government is that it radically differs from the liberal and authoritarian styles. This is a kind of "golden mean" between crude authoritarianism and fully liberal liberalism. Truly democratic governance is a refusal to impose the opinion of a leader on subordinates, a high degree of decentralization of power. Respect for employees is based on the fact that the interests of the individual are valued no less than the interests of the company as a whole. The reason for this is the firm belief that an employee of an organization is an integral part of a huge mechanism, without which the smooth functioning of the company is impossible. A feature of the democratic leadership style is that a favorable social and psychological atmosphere must be created in the team. A true democratic leader tries to unite his subordinates, helps to spread the principles of trust and teamwork. On a subconscious level, this type of management develops in employees a sense of deep respect for the leader and the entire organization, the performance of employees increases, the level of self-discipline increases, people feel their importance, take responsibility for their actions [2].

This system also does not have enough. Despite the collegiality inherent in this type of management, most decisions regarding the company's activities are made by the highest bodies and positions, while employees can only carry out orders from the top management. In some cases, managers rely on their subordinates as a single advisory body. However, even this does not give employees the value they would like to achieve in their business. The manager's use of the principles of democratic management at work leads him to the conviction that only the application of these principles guarantees the correctness of his decisions and the effectiveness of the work of employees. Also, this type of management is categorically not adapted to crisis and other extreme situations that a company faces in the course of its activities. In general, a good leader knows how to combine several styles in himself, since minus one style can cover the reception from another. This is the idea behind a popular management survey tool called the Leadership Development Profile. The survey, created by Professor Torbert and psychologist Suzanne Cook-Greuther, and described in *Personal and Organizational Change*, was based on a set of 36 open-ended sentence-completion tasks to help researchers better understand how leaders develop and grow.

Summing up, we can say that the style of managing an organization is influenced not only by the style of management, but also by the personal characteristics of a person. By a person may not suit chosen him at all, at such moments the team leader must reconsider his management style and adjust it not only for himself but also for the team.

References:

- 1. John Kane: *Dispersed Democratic Leadership: Origins, Dynamics, and Implications*, Oxford University Press; Illustrated edition September 9, 2011, 352 pages**
- 2. John Kane: *Good Democratic Leadership: On Prudence and Judgment in Modern Democracies*, Oxford University Press; 1st edition September 17, 2014, 296 pages**