

## Types of modern leadership in enterprises

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Leadership has been one of the foremost imperative factors in deciphering organizational comes approximately and the employees' work behavior. It is also an act of directing a group or person to attain a certain objective through heading and motivation. Pioneers energize others to require the activities they got to succeed. Luckily, anybody can create these abilities with time and hone [1].

A successful leader is the strength of an organization and his capacity of making choices related to the issues on brief term and long-term goals of the organization decides the destiny of the organization and subsequently the destiny of the partners.

Modern leadership is required to create a new leadership model that would be able to empower and spur individuals to go further past their individual interests, in look of a more prominent good for the team and the organization, through the accomplishment of ideal performance levels [3].

There are three types of modern leadership: Transformational Leadership style, Transactional Leadership style and Laissez-faire Leadership style [2].

Transformational Leadership boosts motivation resolve and execution of the followers, through a variety of instruments. It motivates and inspires ("transforms") the followers to achieve outcomes beyond the expected ones.

Transformational Leadership has four important qualities (factors):

1 Charisma or Idealized Influence: Charisma is important because it puts forward the vision and the sense of mission, instilling primacy, respect and mutual trust.

2 Inspiration or Inspirational Motivation: This quality helps to communicates high expectations, uses symbols focusing on effort and expresses the ultimate purposes by simple means.

3 Intellectual Stimulation: It requires intelligence, logic and the prudent decision making in solving problems.

4 Individualized Consideration: This quality targets each employee (follower) individually, guiding, advising and empowering him/her.

Transactional Leadership is a process of "transaction" between the leader and the others (followers/employees/members). They indicate the part and the duties of each

worker/employee individually and they moreover compensate, either monetarily, by a compensation increment, or ethically, by recognition and advancement, those workers/employees who have accomplished their objectives.

Transactional Leadership refers to the lower needs of individuals while Transformational Leadership has to do with the higher ones.

Transactional Leadership has three important qualities (factors):

1 Contingent Reward: This includes accepting the trade of installment in return for the effort, promising to reward good execution and compensating for achievements.

2 Management by exception-active: This presumes that the leader keeps the others constantly driven by him, identifying deviations from the rules and making the best corrective actions.

3 Management by exception-passive:-leaders intervene only in extreme cases where standards are not respected.

Laissez-faire Leadership type of Leadership constitutes the absent and non-existent leadership which avoids decision-making, does not make use of its power and denies its obligations. It engages workers by trusting them to work in any case, they would like, it can constrain their improvement and neglect basic company development openings. Subsequently, it is vital that this authority fashion is kept in check.

**Ключові слова:** Leader; Leadership; leadership model.

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