

"A man is
great by
deeds, not by
birth"

-Chanakya

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INDIAN INSTITUTE OF MANAGEMENT KOZHIKODE



Case Study

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Different Styles for Different Times

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Abstract

Leadership has been discussed and researched upon extensively, and one of the points of agreement across differing perspectives on leader effectiveness is that to be effective, the leader needs to modify his style to suit situational contingencies. A quick but clear understanding of the situation along with the capability to adapt and manage any contingency would rate among the finest skills in a leader's repertoire.

In the case, we depict how leadership styles need to be flexible enough to accommodate the demands of differing situations. The case presents four scenarios with differing levels of challenges. The decision point is varied across two dimensions- willingness and ability of the subjects to be able to benefit from a leader's intervention. Given such variance, the case enables the description and role playing of different styles of leadership to address different imperatives presented in each scenario.

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