Charismatic and Authentic Leadership Styles

Name
Course
Instructor
Date
Introduction

- Organizations require effective leadership structures to manage the increased transformations.

- By changing followers’ mindsets, motives, and values, firms can attain enhanced productivity.

- Charismatic and authentic styles motivate or engage subordinates to improve their performance; thus, this presentation highlights the elements of the two approaches.
Similarities of the Two Styles

- Leaders utilizing the two approaches exude passion, express confidence on followers as well as possess desirable behaviors (Anderson and Sun 2017).

- In both styles, people lead by engaging the followers.
Similarities of the Two Styles

- Leaders using the two approaches have dynamic personalities (Graham, Ziegert, and Capitano 2015).

- An authentic leader can possess the qualities of a charismatic person.

- The two leadership styles display inspiration, motivation, and individualized consideration.
**Differences Between Authentic and Charismatic Styles**

<table>
<thead>
<tr>
<th>Charismatic Leadership</th>
<th>Authentic Leadership</th>
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<tbody>
<tr>
<td>Uses dominance management tactics to mislead followers.</td>
<td>Fosters self-awareness (Leroy et al. 2015).</td>
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<td>Focuses on the behavior of the manager.</td>
<td>Centers on the leader’s self-concept.</td>
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<td>Includes an undesirable side to leadership, personalized person.</td>
<td>Has a constructive or desirable implication.</td>
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### Differences Between Authentic and Charismatic Styles

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<td>♦ Crafts messages or develop images that appeal to followers.</td>
<td>♦ Offers positive role model (Graham et al. 2015).</td>
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<tr>
<td>♦ Advances self-confidence through inspiring followers.</td>
<td>♦ Develops self-assurance by knowing and articulating their values.</td>
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<td>♦ Usually appeals on emotional levels (Anderson and Sun 2017).</td>
<td>♦ Based on beliefs and intellect (Leroy et al. 2015).</td>
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Application of Authentic Leadership in Organizations

Fig. 1: How elements of authentic leadership lead to performance
Application of Authentic Leadership in Organizations

- The style is tied to high values and purposes.

- Enhances organizational performance, as it focusses on ethical attitudes.

- The leaders using the approach concentrate on followers’ strengths instead of their fragilities (Nichols and Erakovich 2013).

- People utilizing the style demonstrate confidence, resilience, and optimism.
Application of Charismatic Leadership in Organizations

- Applicable to overseeing planned change or overhaul the systems of an organization.

- Managers can use it to strategically align firms with the environment (Nikoloski 2015).

- Used in difficult circumstances, particularly urgent structural turnaround.
Conclusion

- The two styles motivate followers to attain shared goals.

- A charismatic manager may or may not be authentic.

- The authentic style is effective in enhancing performance.

- The charismatic approach is appropriate in overseeing planned change.
Bibliography


Bibliography


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Thank You!!!