**Leadership Theories and Leadership Styles of a Public Leader**

The successful implementation of a particular institute mission is highly dependent on the leadership style of its executives. Whether government or non-government organization, the achievement of mission’s objectives will relay not only on thosewho carry out the day to day duties butt on the vision set up by their leaders. In the public sector, the leader is the person who has the legal authority to lead a certain institute toward its set objectives, s/he also is a part of the setting up these goals and enacting policies and regulations aiming to achieve these goals. A public leader not only has the vitalcapabilitiesneeded to prepare the general population but under their initiative to guarantee the accomplishment of these goals. The skills a pubic leader must have in order to be able to achieve his/ her goals can be specified as follows:

* Effective communication both as a recipient and origin of messaging
* Assertion in carrying out the mission in general and the day to day activities
* Collaborative decision making thought process to ensure buy in from team/s
* Openness to authority delegation, a true leader must be able and willing to share power with his/ her team. Leadership shouldn’t be a one man show.
* Highly prioritize building the team capacity through continuous support to initiatives benefiting this goal

Public leader additionally has different characteristics including integrity, dependability, flexibility, decisiveness, tact and enthusiasm among others (Rowtz, 2014).

When studying leaders in the public sector we will immediately notice that they have been adopting different leadership styles (theories) and sometimes a combination of them in their effort to achieve their leadership goals. Out of these theories, I find that the participative leadership theory and the transformational theory hypothesis resembles the meaning of a public leader.

**Participative Leadership**: Participation in decision-making process increases the understanding of the issues involved by those who must carry out the decisions. Individuals are more dedicated to actions where they have involved in the relevant decision-making and not when carrying them out as subordinates. When colleagues make decisions collaboratively, the social commitment to one another is greater and thus increases their commitment to the decision

**Transformational Leadership**: The assumption behind this theory is People will follow a person who inspires them, this style can also be considered an exercise to build the team capacity where employees will have the opportunity to grow and obtain new skills. Transformational Leaders are often charismatic, but are not as narcissistic as pure Charismatic Leaders, who succeed through a belief in themselves rather than a belief in others

The transformational theory of leadership depicts a leader who is centered around acquiring change profound structures, culture and important procedures in people in general segment through the setting of objectives and setting down of methodologies went for improving the general population area. This leader is visionary, applies their attitudes to propel, shape and modify the estimations of the workforce to accomplish remarkable positive change in the general population division. This leader also is appealing, conclusive and will take risks (Gonos et al., 2013). This portrayal, in this way, bolsters the meaning of a public leader.

There additionally exist a few leadership styles which have been portrayed to be utilized by different leaders to complete work and to accomplish set objectives and goals. A few models of leadership have been advanced, each with its rundown of leadership styles. Some of these leadership models incorporate the Tannenbaum and Schmidt's leadership models who list leadership styles including autocratic, persuasive, consultative and democratic leadership styles (Bolden et al., 2007). The leadership model made by Lewin and his colleagues from the University of Iowa, which set forward the autocratic, democratic and laissez-faire leadership styles (Rowtz, 2014). There additionally exist a few other leadership styles proposed by various schools of thought including the bureaucratic and benevolent leadership styles and a leader ought to pick one that is prone to work best for them. Among these leadership styles, I find that the democratic and the consultative leadership styles are the ones that best support the definition of a public leader.

**Effectiveness of leadership theories and styles**

The participative leadership is very effective in the public sector. Edwin A. Locke, a professor emeritus of leadership and motivation at the University of Maryland, offers an expanded definition of participativeleadership by adding participative to the equation.

Participative leadership is “any power-sharing arrangement in which workplace influence is shared among individuals who are otherwise hierarchical unequals,” Locke and his colleague David Schweiger explain in “Participation in Decision-Making: One More Look.”

"In the mid-1990s Gateway, Microsoft, Sun Microsystems and other companies reportedly zeroed in on Apple as an acquisition target. Years later, many of those brands disappeared. Yet Apple survived.

Apple survived because Steve Jobs learned how to adapt. He became a democratic/participative leader. Jobs started out as a charismatic/laissez-faire leader, and Apple soared. Then he became an autocratic leader, and Apple’s board of directors requested his resignation" (Eric Grill, St. Thomas University, Democratic Leadership, 2016).

The transformational leadership theory is effective, particularly in a situation where positive change is required. The leader in this theory can build up a dream and set up new objectives and destinations whose accomplishment will put the public sector in a whole new level. The procedures established by this leader in corporate planning and re-outlining of occupations and inspiration of the workforce in a request to make a radically new arrangement and created to improve public sector. An example of transformational leadership comes from the famous coffee shop Starbucks, Starbucks did not transform itself to fit the industry, on the contrary, it changed the entire. Founder Howard Shultz was fascinatedwith espresso bars in Milan and decided to create a shop where a sense of community was as important as the coffee. The resulting phenomenon of Starbucks is testament to the fact that influencing the customer's perception of your organization can be as important as what you sell. Many times, organizational transformation involves intangibles (Biogrophy.com,Howard Schultz).

**Conclusion**

A successful leader should a set of skills and qualities that helps him/ her to effectively achieve the organizational goals and objectives, they have to possess a vision, leadership skills, traits and characteristics which will enable them to be an active and successful leaders. There exist various leadership theories and components which have been proposed by different schools of thought. The public leader can only achieve his/ her goal by working side by side with the team to achieve this goal and this cannot be achieved by a hierarchical leadership style by itself. The subordinates must feel personally responsible for the work being performed by being included in the decision making process which will enhance the sense of ownership and commitment in achieving the prospective impact.

**References**

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