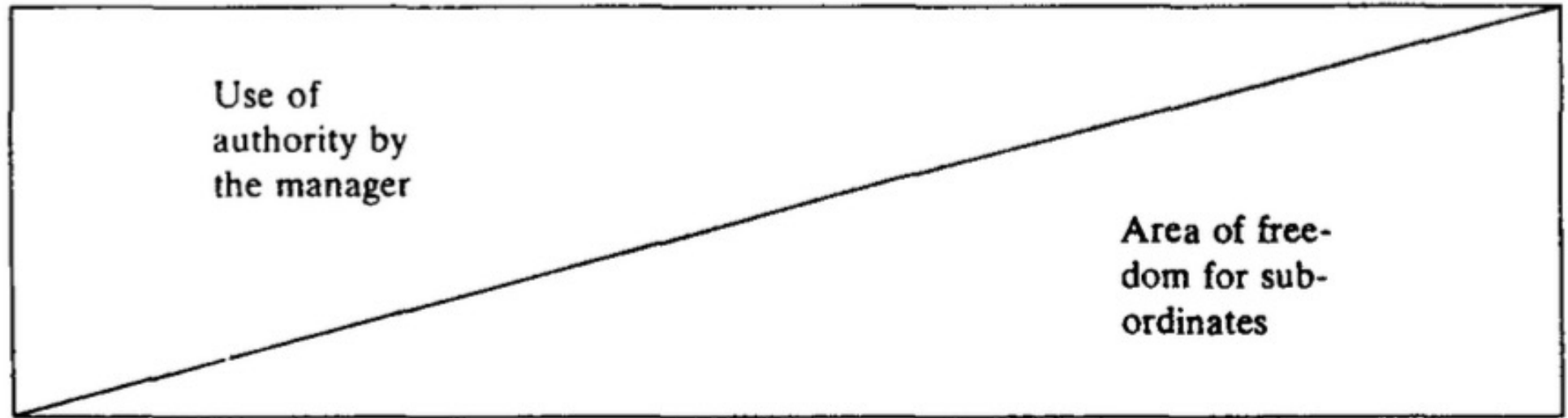


Boss-centered leadership

Subordinate-centered leadership



↑
Manager makes decision and announces it.

↑
Manager „sells“ decision.

↑
Manager presents ideas and invites questions.

↑
Manager presents tentative decision subject to change.

↑
Manager presents problem, gets suggestions, makes decision.

↑
Manager defines limits; asks group to make decision.

↑
Manager permits subordinates to function within limits defined by superior.