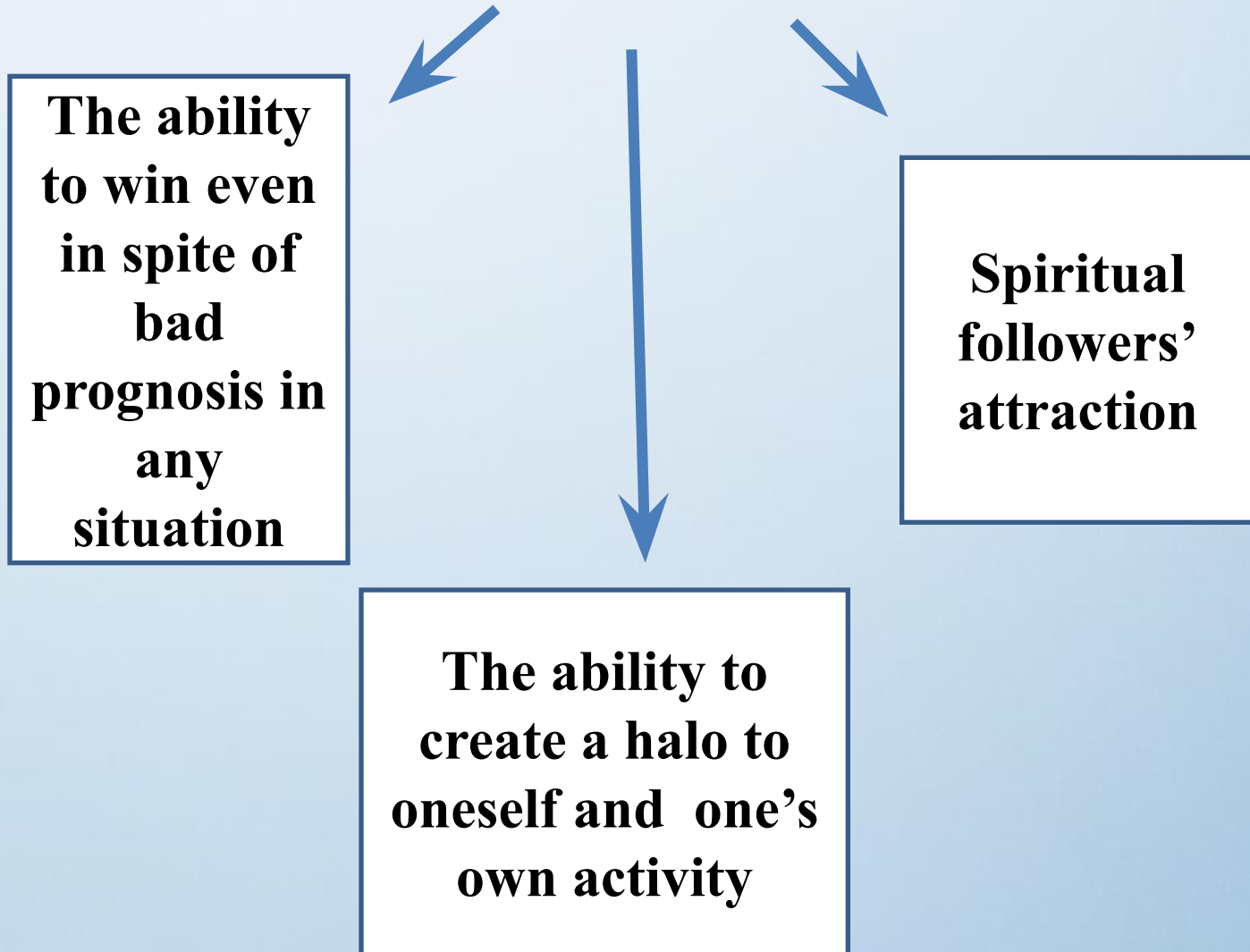




Slide 1

**Topic 3**  
*Charismatic leadership*

**CHARISMA**  
**( God's gift)**



***Characteristics inherent to charismatic leader:***

- 1. The high energetic level and suggestive abilities;**
- 2. The ability to influence people contrary to logic;**
- 3. Gift to «radiate» energy and «change» people around;**
- 4. Mesmerizing appearance; the voice, the ability to stand out;**

***Characteristics inherent to charismatic leader  
( continuation):***

- 5. Independence of character and high willpower;**
- 6. Developed oratorical abilities and bright artistry;**
- 7. High capacity for work;**
- 8. Intuition in any situation, quick and correct choice of action to solve the problem.**

*Qualities that allow to carry away people:*

- 1. Complete confidence in his judgment and abilities;**
- 2. The ability to see the future faster and better than the rest;**
- 3. The ability to inspire the rest with his idea, skillfully explaining and convincing;**
- 4. Devotion to the idea, willingness to take risks and take responsibility;**

*Qualities that allow to carry away people  
(continuation):*

- 5. Unconventional behavior often running counter to the generally accepted norms;**
- 6. The ability to feel the situation and to find the resources needed to achieve the goal;**
- 7. The ability to exercise leadership, qualities regardless of social status;**
- 8. The ability to turn any loss to the future victory.**

*Skills needed for the development of charismatic leadership:*

- 1. Ability to listen;**
- 2. Posing the problem;**
- 3. Reflection of other people's thoughts and feelings;**
- 4. Structuring;**
- 5. Focusing;**
- 6. Aggravation ( confrontation);**
- 7. Influence.**

***Model of transformational leadership involves:***

- 1. Fulfillment of important social and organizational changes;**
- 2. Application of great efforts by followers;**
- 3. The appearance of great satisfactions at the followers;**
- 4. Strengthening the group and organizational unity.**



*Signs of unethical charismatic leader:*

- 1. Using power only for personal use;**
- 2. Promoting of only personal vision;**
- 3. Suppressing of criticism in his address;**
- 4. Unquestioning require to carry out his orders;**

*Signs of unethical charismatic leader  
(continuation):*

- 5. Communicating only in one direction – from himself down;**
- 6. Insensitive to the needs and concerns of followers;**
- 7. Relying on a comfortable external moral standards to satisfy his interests.**

*Signs of Ethical charismatic leader:*

- 1. Using power for the benefit of other people and for the interest of the social system which he represents;**
- 2. Building his own vision according to the needs and aspirations of followers;**
- 3. Considering criticism and extracting the lessons from it;**
- 4. Stimulating the followers' creative approach to the deal and their own views, being an example of creativity;**

*Signs of Ethical charismatic leader  
(continuation):*

- 5. Encouraging open and two – way communication;**
- 6. Teaching, developing and supporting the followers, sharing the fame with the others;**
- 7. Relying on internal moral standards to satisfy the public interests;**
- 8. Inducing the a sense of confidence in subordinates.**

- Remember that you are the most talented and you'll achieve what you want!**
- The most difficult but the most valuable victory is when you overcome yourself!**
- God gives a chance to everybody but only courageous purposeful determined people are lucky in life, because they use it. Be courageous!**
- Leader is not the cleverest. Leader is the reachest in his spiritual energy that gives power to mind and soul.**

## **Risks of Charismatic Leadership:**

**Risk number 1 - the first risk of a charismatic leadership model is that negative personal attitude, resentment towards such a person can lead to a situation of complete uncontrollability: the leader loses the opportunity to exert the necessary influence or, even worse, meets open aggression or latent sabotage subordinates.**

## **Risks of Charismatic Leadership (continued):**

**Risk number 2 - associated with a fairly large emotional load of the leader himself. He is forced to be constantly at his best - to maintain the image of an energetic and charming person, to exert a strong energetic influence, to psychologically nourish his subordinates.**

## **Risks of Charismatic Leadership (continued):**

**Risk number 3 - the third risk, like the first, is also associated with employees and their behavior. Often, a strong charismatic leader creates such a strong feeling of a “wall behind which you can hide,” or a person who can do anything, which leads to a decrease in the initiative and responsibility of subordinates.**