Objectives – The objective box displays the learning outcome for the segments. It contains specific statements on what you will be able to do at the end of the segment. The objectives serve to inform you on the standards and expectations of the subject. Topic-level learning objectives are provided as a bulleted list in the beginning of the topic.

**Objectives**

Upon completion of this topic, you should be able to

- describe the characteristics and behaviours of various leadership styles
- assess the effectiveness of the leadership styles in various situations
- describe the four leadership profiles of the Blake-Mouton Managerial Grid
- discuss the impact that leadership styles have on organisational development and performance
- match communication styles to leadership styles
- describe the six sources of power within an organisation
Content design – There is a variety of content presentation styles in GlobalNxt University subjects. Some of the common styles you will come across are tabbed presentation, graphical presentation, animation, information links, and example links. These content presentation styles help to organize information and enhance your learning.
**Glossary** – Glossary entries are hyperlink terms, and you can click the keyword to view the description/definition of the keyword.

<table>
<thead>
<tr>
<th>Glossary Entries</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preachments</td>
<td>The stated values and operational principles of an organisation</td>
</tr>
</tbody>
</table>
Reading – The purpose of this box activity is to guide you on the core readings or supplemental readings. The box contains a reference or link to such readings. It also contains a set of questions, reflection points or guidance notes to assist you in deriving value from the reading and linking the readings to other aspects of the discussion.

The article below offers some additional reading on the interconnectedness of leadership, culture, and performance.

Exercises – The activity provides scenario based exercises or interactive exercises that enables you to engage yourself in real-life scenarios. With this, you will have a better understanding of the issues discussed.
**Reflection** – The purpose of this activity is to provide you with opportunities to consider how specific concepts can be applied to real-life cases. There will be review questions to guide you as you reflect upon specific issues.

<table>
<thead>
<tr>
<th>Reflection</th>
<th>Barriers to Coaching</th>
</tr>
</thead>
<tbody>
<tr>
<td>What barriers to coaching have you observed and/or experienced in your workplace? Elaborate with examples.</td>
<td></td>
</tr>
<tr>
<td>How do you think coaching is perceived by employees in your organisation?</td>
<td></td>
</tr>
</tbody>
</table>
Self-assessment – The self-assessment questions are designed to test your understanding of the topic. You may do the self-assessment multiple times, marks will not be recorded.