

Grid Concept of Leadership Style

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The grid concept of leadership style, also known as the Leadership Grid or the Blake-Mouton Managerial Grid.

This leadership model was developed by Robert R. Blake and Jane S. Mouton in the 1960s.

This model seeks to assess and classify leadership styles based on two key dimensions:

- Concern for people
- Concern for production or task.

The Grid places these dimensions on a 9x9 grid, resulting in various leadership styles or behaviors.

First dimension of the Leadership Grid:

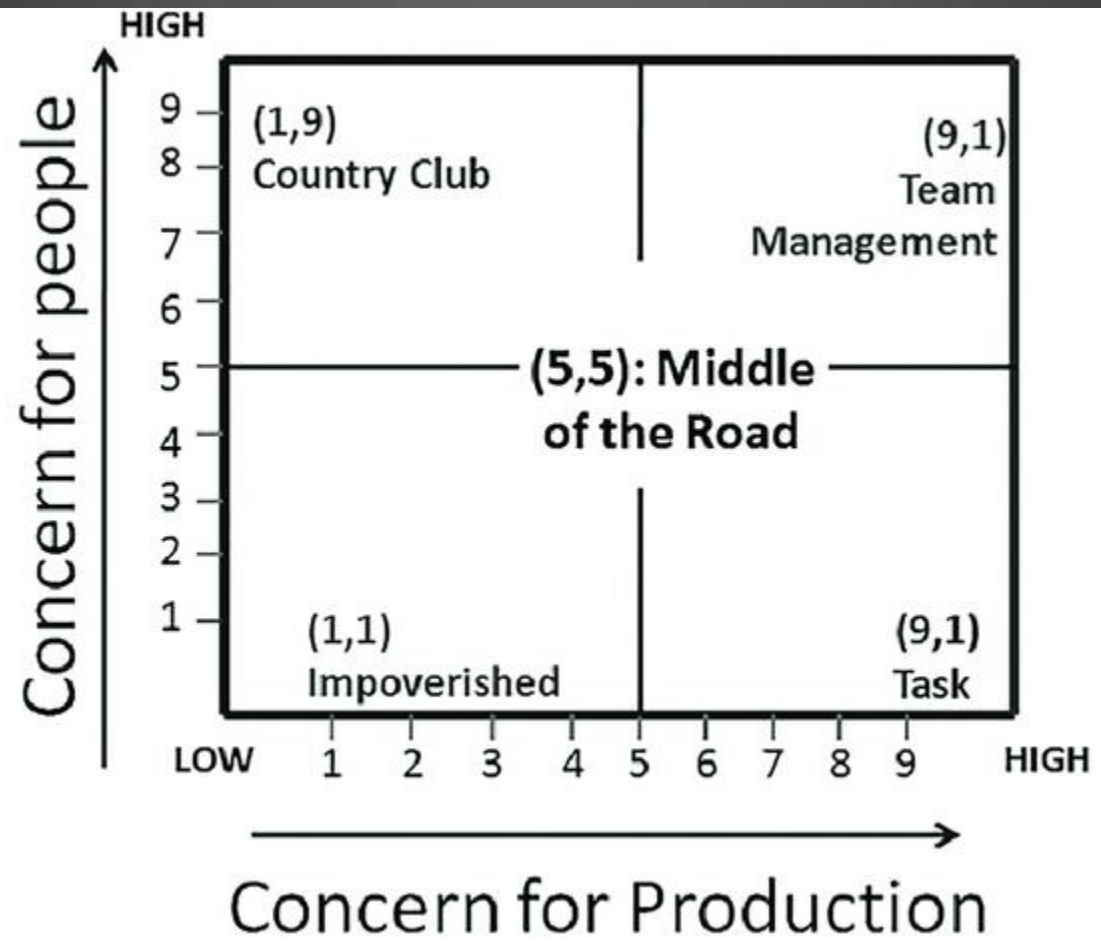
Concern for People (Y-Axis): This dimension measures the leader's emphasis on building positive relationships, supporting team members, and addressing their needs and well-being. It ranges from low concern (1) to high concern (9).

Second dimension of the Leadership Grid:

Concern for Production (X-Axis): This dimension measures the leader's focus on achieving goals, tasks, and outcomes. It ranges from low concern (1) to high concern (9).

According to these two dimensions there are five different leadership styles –

- Impoverished Leadership
- Country Club Leadership
- Authority-Obedience Leadership
- Middle-of-the-Road Leadership
- Team Leadership



Impoverished Leadership (1,1):

Leaders with low concern for both people and production. They typically do the minimum required to maintain their position and avoid getting involved.

Country Club Leadership (1,9):

Leaders with a high concern for people but a low concern for production. They prioritize maintaining a friendly and comfortable work environment but may not be very effective in achieving goals.

Authority-Obedience Leadership (9,1):

Leaders with a high concern for production but a low concern for people. They are task-oriented and focus primarily on achieving results, often at the expense of employee satisfaction.

Middle-of-the-Road Leadership (5,5):

Leaders with moderate concern for both people and production. They aim to balance the needs of the team with task accomplishment, but they may not excel in either area.

Team Leadership (9,9):

Leaders with a high concern for both people and production. They strive to create a positive work environment while also achieving high levels of productivity.

This is the most effective leadership style.

Thank You