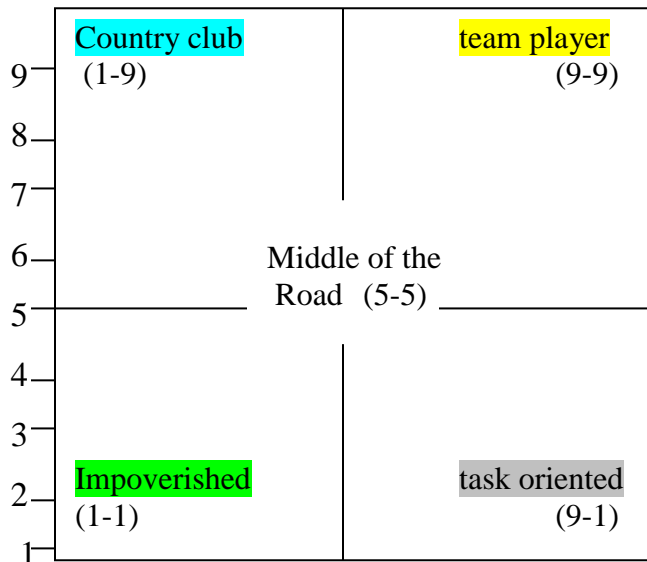


MANAGERIAL GRID

High concern for people



High concern for production

Was put up by Robert Blake & Jane W. Morton.

- About task accomplishment & developing personal relationship in their managerial grid.
- In the m.d, 5 different types of leadership styles based on concern for people and concern for production (task).

Different styles under the managerial grid

1. Impoverished (1-1). This kind of leader puts in minimum effort to get the job done and maintaining group harmony. The leader is just there. In many cases he doesn't know what to do and simply abdicates from his responsibilities

2. Country club (1-9).

The leader has great concern for people. He gives thoughtful attention to the needs of the people for a satisfying relationship. This leads to a comfortable friendly atmosphere.

3. Task. (9-1).

The leader is interested in getting the job done and doesn't care about the people.

4. middle of the road [5-5]

The leader is not particularly people oriented, nor task oriented. He is just in the middle of the road. His style normally gives adequate level of performance by balancing the necessity to get out work while maintaining morale of people at a satisfactory leader.

5. Team [9-9].

This is ideal. He has genuine concern for both the task and the people. he is interested in getting good results and maintains harmony in the group. Followers are committed and are aware of their common stake in the organization. leader trusts and respect his followers.