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the democratic leadership style or participative management actively involves the people being led democratic leaders often seek feedback and input from subordinates they encourage conversation and participation in the decision making process

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as defined herein democratic leadership is conceptually distinct from positions of authority rather it is defined as the performance of three functions distributing responsibility among the membership empowering group members and aiding the group s decision making process

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a narrow minimalist idea of democratic leadership sees it as a style of leadership that a principal or headteacher might adopt so that others such as staff and students feel consulted and included this has limited potential for transforming education

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