

Leader-Participation Model Importance of the decision Importance of obtaining follower commitment to the decision Whether the leader has sufficient information to make a good decision How well structured the problem is Whether an autocratic decision would receive follower commitment Whether followers "buy into" the organization's goals . Whether there is likely to be conflict among followers over solution alternatives . Whether followers have the necessary information to make a good decision . Time constraints on the leader that may limit follower involvement . Whether costs to bring geographically dispersed members together are justified Importance to the leader of minimizing the time it takes to make the decision . Importance of using participation as a tool for developing follower decision skills