

The interpersonal roles are roles that involve people (subordinates and persons outside the organization) and other duties that are ceremonial and symbolic in nature. In the figurehead role, the manager acts as a symbol of his/her organization rather than an active decision maker (e.g. making a speech to a trade union, entertaining clients, signing legal documents) ?In the leadership role, the manager selects, guides, rewards and disciplines employees. The three interpersonal roles include being a figurehead, leader, and liaison. In the connection role, the manager maintains contacts inside and outside the organization (e.g. discussing a project with a colleague in another department or another organization to establish a joint project).??