Leadership styles and team performance of Local Governments in Uganda: a case of the Kampala Capital City Authority (KCCA)

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Introduction

The KCCA as a local government in Uganda has recognised the importance of hiring transformative managers in its enterprises and has developed a policy that institutes leadership styles in service to citizens. Since the early 2000s, the KCCA combined political and technical leadership to effectively execute their contracts. In that effort and to that end, senior state officials heading departments and faculties were required to change their leadership styles from dictatorship to other leadership styles. This study was designed to assess the effect of leadership styles on the team performance of KCCA workers.

Objectives

The study was guided by the following objectives:

1. To establish how autocratic leadership style ensured staff commitment at the KCCA.
2. To examine how democratic leadership style ensured quick decision making at the KCCA
3. To assess how bureaucratic leadership style ensured the quality of services at the KCCA.

Methodology

The study used a case study design as a research strategy with both qualitative and quantitative methods. The study used a targeted population of 253, from which a sample size of 155 was determined using Solvene's formula. Census, simple random and purposive sampling techniques were used to select the respondents. Self-administered Questionnaires and an interview guide were the main data collection instruments.

Key findings

The study found out that autocratic leadership promoted dictatorship at the KCCA leaders. The study also revealed that due to the adoption of democratic leadership the KCCA managed to promote commitment (45.2%) from team members. Concerning bureaucratic leadership, it was discovered that bureaucratic leadership at the KCCA created respect for rules and regulations.

Key recommendations

The study recommended the KCCA should adopt the democratic style of leadership to adequately commit the workforce to improve its team performance.

Key references

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