

Leader-Member Exchange (LMX) Theory

Nicolette and Kajal



What do leaders do?

Describe types of relationships between leaders and followers.

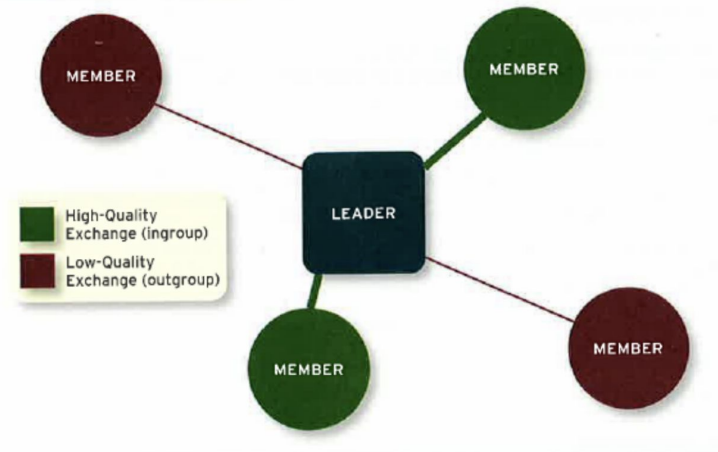
How would you characterize the relationship between Michael and Toby?



<https://www.youtube.com/watch?v=NHh0rf0ojEc>

Leader member exchange (LMX) Theory

- Describes how leader-member relationships develop over time on a dyadic basis
- LMX theory recognizes that managers do not have the same relationship quality with every subordinate



LMX cont.

- **High-quality exchange relationships** are characterized by the frequent exchange of information, influence, latitude, support, and attention. These dyads form the leader's in-group of people who are trusted
- **Low-quality exchange relationships** are characterized by more limited exchange of information, less support/attention, and more direction treatment. These dyads form the leaders out-group

LMX cont.

- How do you get in the in-group?
 - Competence, likability, and similarity to the leader in terms of personality
 - Age, gender, and racial similarity are actually less influential in determining in-group membership



Think-Write-Pair-Share

1. Think of a “good leader”. What did your “good leader” do that that made your relationship high-quality?
2. Think of a “bad leader”. What could your “bad leader” have done differently to make better quality relationships with their followers?

Exit Ticket: Did everyone that worked with your leader (pick either the “good” or “bad” leader to write about here) have the same type of relationship that you had? If not, why might that have been the case?