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Leadership Styles

Styles make the journey

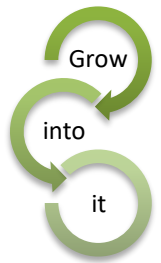
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Leadership lives in you



4 Most Effective Leadership Styles



We know leadership is an ever-evolving eco system that adjusts to the social & business landscapes. New talented people are always entering our organizational environments & we must be prepared to lead in new & different ways.

- Do you bring your whole self?
- How do you want to lead?
- Is your leadership style effective?
- Are you ready for the new worker?

Adjusting and adapting our leadership is essential. We sometimes overlook a superstar for a plug and play piece. Diversity of thought can be a key ingredient in growth.

We will take you through 4 of the most influential leadership styles. Examining the pros and cons, key characteristics & how they are used day to day.

Democratic Leadership

Transformational Leadership

Collaborative leadership

Laissez-Faire Leadership

Let's get you familiarized with some foundational elements for any leader and any style of leadership. Many organizations use style flexing as a foundational element of their leadership training. So pivoting between styles could prove beneficial. Here's the basics:

Know thy self

There may be different aspects of each leadership style that resonate with you or certain ideas that just don't fit. This is a great opportunity to self-evaluate your strengths and potential areas of opportunity in your own leadership. Building self-awareness around your leadership style.

10 toes down – building a strong base

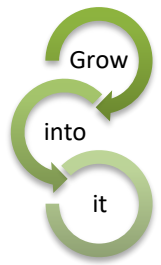
We will attempt expand your thoughts around future leadership, coaching or mentorship. When reading keep in mind that leadership styles sit different with everyone. We guide you through these styles understanding there are more, but we think these will be the most effective for growing into the new workforce and landscape.

Flexibility

Bringing your whole self to your organization is a valuable tool. You can use this work to understand some of the many approaches to leadership and you can pick and choose some characteristics from each style that best fit your role and vibe.



D Democratic Leadership



Some call this participative leadership, letting multiple voices be heard in the decision-making process. Democratic leaders often have these characteristics:

- **Empowering**
- **Collaborative**
- **Objective and fair**
- **Focus on distributing responsibility**
- **Open minded**

Pros & Cons

Pros

- The buy-in is intrinsic
- Collaboration is key
- More creative solutions from your people
- Different opinions matter
- Your team feels engaged and productive

Cons

- If not managed multiple voices can lead to communication problems and confusion
- It takes time to master the skill set needed
- The minority voice is sometimes out voted
- Slightly more time consuming

Point of view

Shantae runs a nonprofit organization, she is always open and encourages her employees to share their ideas, thoughts, and feedback about what's happening at the organization. She uses this feedback to guide the solution or decision process and often mirrors the majority.

There are sometimes when the outcomes do not please everyone. Some employees are apathetic because their opinions (which are usually in the minority) aren't often acted on. Leadership is sometimes impatient with the time it takes her to collect enough feedback to make a decision.

In the end, people on Shantae's team feel heard and her method of leadership has led to an increase in creativity, innovation and solutions.

How to put it in play

Democratic leadership can be used in many different contexts – from nonprofit program managers, to managers in a business setting. Maximizing effectiveness often requires:

Trust the process

Being impartial is key for this style to work. You're not here to influence the decisions that are made. The aim is to facilitate the decision-making process and use those outcomes to guide solutions produced.

Everyone won't win

In the traditional sense someone has to lose but during the Democratic leadership process the voice being heard is essential no we may have not gone the way of the minority, but they were allowed to voice their opinion. sometimes they will feel unheard this is an opportunity to get constructive feedback about the process and also your method of leadership. These observations are valuable to you in growing in this style of leadership.

Grow the people

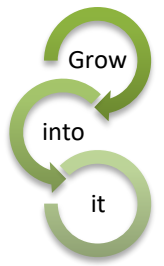
It is important in this process to allow your members to grow this includes increasing their ability to critically think and their decision-making process. If they are lacking in these areas your leadership style may not be conducive to success. Allowing your members to receive coaching, mentoring and new learning opportunities to help them improve their skill set will allow them to participate fully in the process.



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Transformational Leadership

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In an ever changing landscape transformational leaders create a vision that focuses on the needs of the organization. Change is welcomed and often use to fix what's not working. They empower, encourage and motivate those whom they lead to work towards the goals expressed in the vision. Here are a few characteristics of transformational leaders:

- **Trusts the team to do the work**
- **Supportive**
- **Thorough**
- **Motivating and influential**
- **Builds great teams**

Pros & Cons

Pros

- The team likes to know where they are going
- Builds strong relationships and encouraging collaboration
- Gives team members autonomy to do their jobs
- Can lead to more creativity, growth, and empathy on teams

Cons

- If change is hard for your organization, this will take time
- Can cause feelings of instability
- Lots of expectations on the leader, who has the vision

Point of view

Jamal is known for having a high performing team. Jamal uses a transformational leadership style, and the results are great.

The vision for their team, that they're all on board with has been set. Ensuring everyone understands their roll, how and why they will achieve the goals. The resources and support needed to be successful in their roles are always available.

There is no need for Jamal to be involved in the day to day because they are confident in the team's ability. They know they oversee a smart, competent group of people and trust them to execute. The expectations are high based on demonstrated success of the tea. Jamal empowers them by being consistent, open and trustworthy.

How to put it in play

For the modern roles and organizations transformational leadership is a good fit. With a younger and everchanging workforce transformational leadership give the new workers the inclusivity and challenge they often desire. Here are some first steps:

Write the vision

A dynamic vision that speaks to the current needs or existing problems is essential. When your team knows the goals, they can be more productive. You have a vision but be open to new ideas and feedback from the team. this will make them feel more invested in the organization.

Do you know their why?

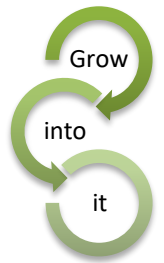
They need to know you care. Practice empathy and inclusion often, people work better when they know you care. Authenticity goes a longways, bringing your whole self as well as allowing the team to bring their whole selves to work will have only positive outcomes. Knowing about them and their goals makes them feel you are invested in their success as well as the organization's.

Say Less

Check in to confirm your vision is being executed, do this regularly with the team. No one likes a micromanager. It doesn't create a good working environment and doesn't produce the results you want. Transformational leaders know that you have to give people space and trust them to do their jobs.



C Collaborative Leadership



Collaborative leadership is focused on eliminating siloes, getting people to work together across organizational boundaries to accomplish shared goals. Here are a few characteristics of collaborative leaders:

- **Self-aware**
- **Team builder**
- **Builds trust**
- **Values relationships**

Pros & Cons

Pros

- Organizational trust increases
- Can build more diverse teams
- Can result in stranger integrated teams
- Creativity and innovation blossom

Cons

- Internal conflict (not always a bad thing)
- Sometimes leads to ambiguity in rolls and responsibilities
- Leadership conflicts of not managed correctly

Point of view

Ava is the head of a manufacturing who is known for her collaborative in leadership style anytime her team is assigned a project she encourages them to work closely with other teams on the project, like marketing and sales.

As a leader Ava's role is to make sure the collaborative process is always consistent and productive. She spends a lot of time facilitating communication between different teams and working with leaders on the other teams to make sure everyone is on the same page.

Sometimes there are cross team conflicts that Eva must mitigate during the collaboration for a project. Her collaboration approach to leading the project and her team has been largely beneficial too many in the organization

How to put it in play

Its collaborative leadership style is great for a variety of organizations from small startups to large corporations. Often times organizations have multiple departments working together, collaboration ensures that we are getting the most out of all the teams participating. Here are some first steps for implementation:

The truth

Communication is key in the collaboration process and honest feedback maybe your most valuable tool. The ambiguity of collaboration can often learn to lack of responsibility this can be mitigated by being honest to help each other manage change successfully and consistently evaluate the needs of the organization.

Find the gaps

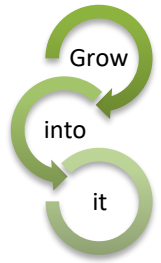
Organizations frequently assess their strength and weaknesses but even the most self-aware have areas of opportunity. Working with executive coaches can help to identify and create solutions for any weaknesses within your organization.

Be strong in your strengths

Know your strengths and make them available to those you work with this allows for other leaders in the organization to come to you with questions that you have the answers for.



Laissez-Faire Leadership



The laissez-faire leadership style is becoming increasingly popular in today's modern workplace. It gives employees and leadership autonomy to make decisions that guide the path of the organization. Let's check out some of the characteristics:

- **The big picture has to be the focus**
- **Trust their process**
- **Know when to step in and when to give space**
- **Delegation of the work**

Pros & Cons

Pros

- Less fear of failure
- Grows trust between team members & leadership
- More creative & innovative
- Empowers people lead

Cons

- If not managed can result in low productivity
- Disagreement is common
- The employees and leadership must be skilled and motivated.

Point of view

Thomas is the leader of a social media marketing team. He uses the laissez-faire approach to leadership because he knows that his team is capable of managing day-to-day decisions, challenges and questions that may come up during their work.

This doesn't mean he is unavailable, often he meets regularly with the team of managers and lower level employees to ensure everything is progressing. He also steps in to remove any roadblocks that may be hindering his team's performance. Sometimes he steps into resolve conflict, provides his specific expertise but other than that he likes stays out of his people's way.

Thomas is careful when hiring people because an unproductive and unmotivated employee could slow the momentum of his team.

How to put it in play

This style of leadership is not for everyone, if applied thoughtfully and within the right organization it can be incredibly efficient way to motivate the team.

Effective Implementation often requires:

Build a winner

It's only possible to maximize this approach to leadership if you have a motivated, independent and skilled team. This sometimes isn't effective for entry level employees, but do not underestimate the talent and skills of new people coming into your situation.

Be in the know

Being observant is critical to success in this leadership style. You don't just leave them to their own devices you must have high levels of observations that aren't intrusive yet take account for the progress and performance that exists in your organizational environment. This level of observation allows for you to understand and empathize with any challenges the team may be facing.

Preventative not reactive

You're not an absent member of the team, seeing issues early, implementing solutions quickly and creating a motivated organizational environment is the goal. Be there when you're needed.



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