# Leadership Styles and Practical Strategies

<table>
<thead>
<tr>
<th>Leadership Style</th>
<th>What is it?</th>
<th>What does it look like?</th>
<th>Cautions:</th>
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<tr>
<td>Democratic, Participative Leadership</td>
<td>The distribution of leadership. Empowerment of staff. Democratic decision-making in deliberations. Engages the whole team. Has clear process in place for staff. Invites any and all ideas from staff. Has a well-established rewards system in place for creative ideas.</td>
<td>The leader expects staff to report to them with task updates. The leader expects staff to have self-confidence and the ability to get things done without constant supervision. The leader expects staff to involve others in decision-making and not act alone.</td>
<td>Decisions can’t always be made quickly.</td>
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<td>The group does not always know best.</td>
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<td>Leaders can appear uncertain.</td>
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<td>The Delegating, &quot;Laissez Faire&quot; Leader</td>
<td>Leaders are hands-off and allow the group to make decisions. It works for motivated teams with high expertise and skills, creative teams value independence that is given, works well when leaders provide needed information on materials at start of projects.</td>
<td>There is very little guidance from leaders. Complete freedom for staff to make decisions. Leaders provide the tools and resources needed. Staff are expected to solve problems on their own. Power is handed over to staff, yet leaders still take responsibility for the group’s decisions and actions.</td>
<td>Not good for groups lacking needed skills, motivation, adherence to deadlines.</td>
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<td>Can results in poor performance and outcomes.</td>
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<td>Leader may appear uninvolved.</td>
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<td>Confusion over roles in the group.</td>
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<td>Transformational Leadership</td>
<td>Style of leadership in which the leader identifies the needed change, creates a vision to guide the change through inspiration, and executes the change</td>
<td>Leaders inspire motivation through having a consistent vision, mission, and set of values for the organization. Leaders guide staff by providing them with</td>
<td>Transformational leadership makes use of impression management and therefore lends itself to amoral self-</td>
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with the commitment of the members of the group. a sense of meaning and challenge. They are enthusiastic and optimistic. Encourage new ideas from staff. They do not look to point blame but look to solve the problem. They practice what they preach. Leaders act as mentors and empower staff by giving them individualized supports.

| Servant Leadership | The servant leader deviates from the traditional leadership style of dominating staff and telling them what to do, and rather empowers and inspires them to perform. The servant leader acts proactively. Such inspiration leads to collective efforts, the results of which turn out to be more than the sum of individual efforts. Characteristics are: Careful Listening - Understand every player's goals and problems. Empathy - Understand others and don’t force people into unsuitable activities. Awareness of self and others. | Contribution to the all-round development of the employee. Servant leaders do not push down the organizational goals on the employee. They rather take time and effort to help staff understand their strengths, weaknesses, beliefs and values, and identify their potential and higher purpose that they could never attain on their own. The servant leader thereby helps staff attain physical and intellectual vitality and fitness, allowing them to lead a balanced life. The servant leader always looks at the good in promotion by leaders. The theory is very difficult to train or teach because it is a combination of many leadership theories. Followers might be manipulated by leaders and there are chances that they lose more than they gain. | Servant leaders may not command the respect that is necessary to lead. Leaders tend to fix problems and become a crutch for staff. Leaders are so focused on the individual that the large picture may get lost. |
### Persuasion
- Engagement and growing willingness.
- Ideation - Ensuring the right goals and correct action in pursuit of them.
- Foresight - Wisdom and experience. Commitment to their people’s success, growth and development. Ability to build a community or start a movement.
- Others and remains patient and forgiving. They see things from others perspective, exhibit patience, and show empathy. Such qualities being what most people seek from their leaders, servant leadership creates strong loyalty and inspiration that helps organizations develop and retain human assets.

### Authoritarian, Autocratic Leadership
- Little or no input from group members. Leaders make almost all of the decisions. Group leaders dictate all the work methods and processes. Group members are rarely trusted with decisions or important tasks. Work tends to be highly structured and very rigid. Creativity and out-of-the-box thinking tend to be discouraged. Rules are important and tend to be clearly outlined and communicated.
- Always abides by the chain of command. Makes decisions quickly in stress filled situations. Provides directives to accomplish a task.
- Discourages group input. Can severely damage staff morale. May ignore creative solutions and expertise from others.

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**Take a quiz to see where you may call on some of the above leadership styles:**

Practical Strategies for Self-Care and Fostering a Collaborative Environment

**Strategies to try for yourself:**
- Practice Mindful Eating during lunch
- Silent alone for 5 minutes to yourself each day
- A mindful minute makes you more productive
- Listen to music while doing the dishes, making the bed, etc.

**Strategies to try for your staff:**
- Write two thank you notes/say thank you with specific reinforcement twice per week
- Send an email to staff with appreciation once per month
- Use In-service strategies to promote teamwork, communication, and laughing rather than only providing updates
- Utilize an Operating Agreement
- Incorporate “Bringing out the Best in Others” in staffing situations
- Use funny pictures or memes for laughing in the staff breakroom every quarter

**Strategies to try with team members:**
- Use an action plan with accountability that helps everyone to see the purpose and expectation of a meeting or project
- Review “Similarities and Differences” when solving problems
- Utilize an Operating Agreement to minimizes judgement during meetings

For more specific information on the strategies listed, please contact Jennifer Furness, M.Ed.:
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