

# Leadership Styles ©

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## Explanation Card

# Affiliative

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## Leadership Style

# Authoritative

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## Leadership Style

# Coaching

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## Leadership Style

## How to Use these Cards

### Explanation:

The Leadership Style deck contains 14 cards with different unique Leaders style descriptions identified. These cards also represent 14 different leadership communication and behavioral traits that can be used and adapted to the particular demands of a situation. Any leader, even a highly collaborative one, uses a range of different styles at different times - even, perhaps, in the course of a single day.

On a periodic basis the cards should be reviewed to check against your personal Leadership style to identify areas that can adopted to increase your Leadership awareness..

## Connections

### Description of Style:

The Affiliative Leader creates people connections and thus harmony within the organization. It is a very collaborative style which focuses on emotional needs over work needs. When done badly, it avoids emotionally distressing situations such as negative feedback. Done well, it is often used alongside visionary leadership. It is best used for healing rifts and getting through stressful situations.

### Planting Story:

This style is good for an organization that is large and has many people within it. It allows the leader to work with people of many different backgrounds and disciplines.

## Effective

### Description of Style:

The authoritarian leader dictates policies and procedures; they direct and control all of the team's activities without decisions coming from their subordinates. This style gives the leader full control of the team, leaving little autonomy to the team. This style increases productivity when the leader is present. It is extremely effective for simple tasks, and directing a large group quickly and efficiently.

### Planting Story:

Some important factors for making this leadership style work are; explaining the rules. Ensuring that they're consistent. Respecting your subordinates, and listening to your subordinates suggestions even if you don't incorporate them.

## Learning

### Description of Style:

This leadership style focuses on developing people for the future. This leader wants their team to build lasting skills and personal strengths. Their focus is on the overall success of everyone they oversee. A team that is unwilling to learn, or change will make this style impossible. Additionally an incompetent leader, or a defiant team will hinder this style drastically.

### Planting Story:

Embracing this style of leadership inspires the team to try new ways of thinking, and can create a miniature renaissance of creativity within the organization.

## Inspiring

### Description of Style:

Charismatic Leadership is often seen as revolutionary, since it tends to challenge the current authority; it is one of the most effective ways to provide a boost to motivation, creativity, productivity, or even worker satisfaction. The charismatic leader is very similar to the transformational leader, however their key difference is that the charismatic leader may not want to change anything. A charismatic leader must be extremely present and dedicated to keep their team on track.

### Planting Story:

A charismatic leader should converse and behave in ways that reach their followers in a basic, moving way; to motivate.

## Compassionate

### Description of Style:

An Empathetic leader is sensitive to the needs of their team. They will promote a sense of organizational value and foster a positive work environment. A leader embracing this style takes responsibility for the emotional state of their team, and goes out of their way to really hear their needs. They're on the ground floor, and connecting to all of the people in the business.

### Planting Story:

Empathetic Leadership is a very effective motivator for the team, knowing they have someone in their corner, who represents their needs can do a great deal of good for teamwork and productivity.

## Fairness

### Description of Style:

Democratic leaders include team members in the decision-making process, but reserve the right to make the final decisions. They encourage creativity, and this tends to highly engage team members in projects and decisions. There are many benefits to this style, including a high job satisfaction and increased productivity due to the involvement in decisions.

### Planting Story:

As long as the team has time to discuss the issues, the democratic leadership style is one of the most successful models. If speed is a big factor though, this may not be the best approach..

## Harmony

### Description of Style:

The Environmental Leader looks beyond just the team and their values, but to the very space they occupy. This style is very similar to the empathetic leadership style, and works well in conjunction. The leaders who embrace this style try to improve this space, making it as efficient as possible to foster team success.

### Planting Story:

There is an old saying to the effect that a good wine can't be made from bad grapes, and bad soil can't grow good grapes. In the exact same way it's impossible for a good team to operate well in a poor environment.

## Charismatic

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## Empathetic

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## Democratic

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## Environmental

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## Bringing Together

### Description of Style:

The Leaderful Leadership style puts an emphasis on a collective environment, where the group is not dependent upon any single person. This style is collaborative, allowing all of the participants to contribute to the common good of the community. It also has a large emphasis on compassion, every member of the team is valued regardless of their social standing or background.

### Planting Story:

This style will encourage openness and allow an organization to do more with less. Planting this style of leadership may require the leader to give up a little bit of control, but can yield far more in the long run.

## Stewardship

### Description of Style:

This term, created by Robert Greenleaf in the 1970s, describes a leader often not formally recognized as such. When someone at any level within an organization leads simply by meeting the needs of the team, he or she can be described as a "servant leader." They are known for leading with integrity and generosity. This style of leadership is the opposite of Charismatic Leadership because the leader tends to stay out of the limelight.

### Planting Story:

While this style of leadership is ill-suited for quick decisions and tight deadlines, it is extremely useful for working with teams, committees, organizations, and communities

## Understanding

### Description of Style:

These leaders are totally focused on organizing, supporting, and developing the people on their teams. This is a participatory style and tends to encourage good teamwork and creative collaboration. People-oriented leaders treat everyone on the team equally. They're friendly and approachable, they pay attention to the welfare of everyone in the group, and they make themselves available whenever team members need help or advice.

### Planting Story:

By choosing to employ this leadership style the leader will be able to gain the trust and dedication of their team. This style can help identify interpersonal problems and foster a nurturing environment.

## Adaptability

### Description of Style:

The fundamental underpinning of the situational leadership theory is that there is no single "best" style of leadership. Effective leadership is task relevant, and the most successful leaders are those that adapt their leadership style to the maturity of the individual or group they are attempting to lead or influence. Depending on the group, it is a matter of either; directing, coaching, supporting, or delegating.

### Planting Story:

This style is particularly good for dealing with an environment that changes from day to day, with teams that fluctuate in size and capability. It allows the leader to mold themselves to the constantly shifting needs

## Leaderful

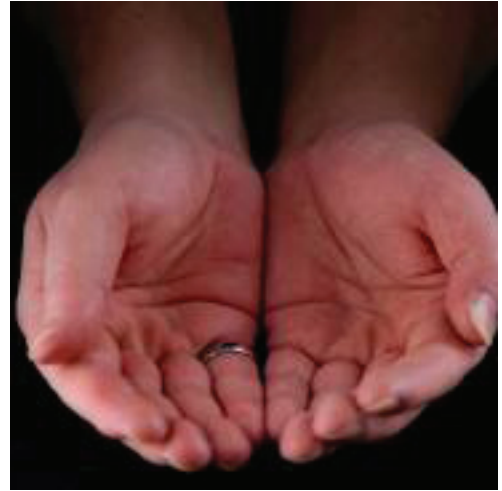


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## Servant



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## People Oriented

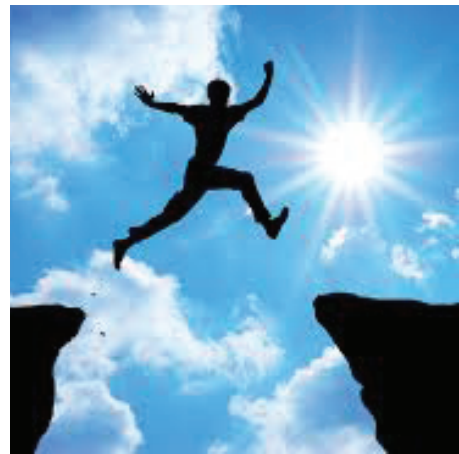


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## Situational



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## Practicality

### Description of Style:

The Transactional Leadership style appeals to the pragmatism within the team by letting the Leader set rewards and punishments, for their successes and failures. This style does not encourage the leader to attempt to transform their organization; instead it emphasizes improving while maintaining the status quo. It aims to be effectively responsive, instead of needlessly proactive.

### Planting Story:

This style of leadership allows a standardization of work quality and encourages a higher quality of output from the team members. The downside to this style is that it prevents team members from improving their job satisfaction.

## Futuristic

### Description of Style:

Visionary Leadership requires a leader who not only sees the ideal future of the organization, but someone who can help take it there. These leaders convince the team that they're a part of something greater than just themselves, and that there is a genuine need for what they're doing. This style will provide a deep sense of purpose and inspiration within the team.

### Planting Story:

This leadership style can be difficult to implement if the leader doesn't have a firm grasp of the organizational and individual values. Empathy and Effective communication skills are necessary for this style.

## Revitalizing

### Description of Style:

Transformational Leadership enhances the motivation, morale, and performance of followers through a variety of mechanisms. These include connecting the follower's sense of identity and self to the project and the collective identity of the organization; being a role model for followers that inspires them and makes them interested; challenging followers to take greater ownership for their work.

### Planting Story:

Embracing this style of leadership inspires the team to try new ways of thinking, and can create a miniature renaissance of creativity within the organization.

## Transactional



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## Visionary



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## Transformational



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