

19 Leadership Styles

1

AUTOCRATIC

The leader holds all authority and responsibility. In this leadership, leaders make decisions on their own without consulting others.

2

DEMOCRATIC

The Leader is collaborative and takes employee opinion and input into account during the decision-making process. The Leader builds consensus by encouraging participation and decisions are based on the input of each team member.

3

STRATEGIC

The Leader is focused on the bigger picture and long-term success, creating a team that is skilled and ready to address unforeseen risks and threats.

4

TRANSFORMATIONAL

The Leader works to inspire the team to perform at their best. The Leader, team and service is always "transforming" and improving.

5

TRANSACTIONAL

The Leader establishes roles and responsibilities, sets out a clear chain of command and motivates through a simple reward-and-punishment system.

6

CROSS-CULTURAL

The Leader is flexibility and willing to understand differences.

7

FACILITATIVE

The Leader monitors the team dynamics, offering suggestions and interventions to help the group stay on track.

8

TASK-ORIENTED

The Leader is focused solely on getting the job done.

9

PEOPLE-ORIENTED

The Leader focuses on supporting and developing team members to ensure their needs are met.

10

LAISSEZ-FAIRE

The Leader gives nearly all authority to their employees.

11

BUREAUCRATIC

The Leader focuses on processes and roles, emphasising the need to follow rules.

12

INNOVATIVE

The Leader is creative, dynamic, and a risk-taker, often exceeding the 'vision'.

13

COACHING

One-on-one and intimate. only guides the staff member on how they can improve, but also clarifies how the staff member's goals are linked to the overall strategic goals of the organisation.

14

CHARISMATIC

The Leader influences and motivates through their personality.

15

VISIONARY

The Leader inspires the team to shared goals by highlighting where the organisation is going, but not how it will get there.

16

AFFILIATIVE

The Leader facilitates the development of connections between the team members, focussing on collaboration and forming strong emotional bonds.

17

SERVANT

The Leader focuses on the team and the customers/clients, being supportive, working collaboratively and letting the team take the credit.

18

PACESETTING

Leading by example, emphasise high standards and expect staff to be self-directed.

19

COMMANDING

The Leader demands compliance.



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