



Leadership Styles

Management Collab

Aug 18, 2022



The Definition of Leadership



- Merriam Webster

Leadership: “the act of an instance of leading”

Leading: “providing direction or guidance”

- Forbes

“Leadership is a process of social influence, which maximizes the efforts of others, towards the achievement of a goal.”

- Harvard Business Review

“Leadership is the accomplishment of a goal through the direction of human assistants.”

The Definition of Management (vs. Leadership)

- Merriam Webster

management: “the act or art of managing: the conducting of supervising of something [...]”

managing: “to exercise executive, administrative, and supervisory direction of”

“to treat with care”

“to direct the professional career of”

“to succeed in accomplishing”

- Forbes

“Based on these definitions, management is focused on business processes whereas leadership is focused on people.”

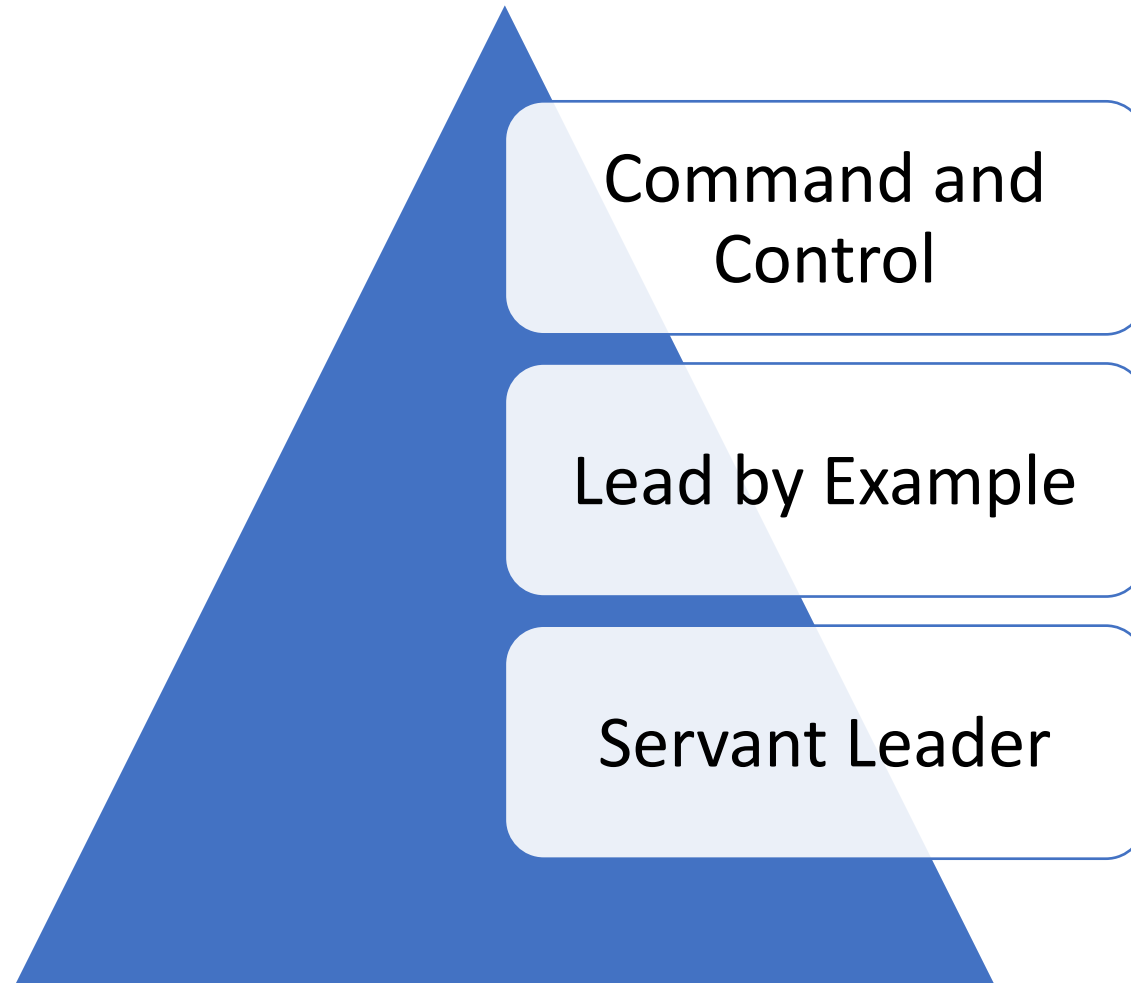
- Harvard Business Review

“[...] management is a set of well-known processes, like planning, budgeting, structuring jobs, measuring performance and problem-solving, which help an organization to predictably do what it knows how to do well.”

“Leadership is about vision, about people buying in, about empowerment and, most of all, about producing **useful** change.”

What are other examples of Leadership vs. Management?

Dan's "Modes of Leadership"



“**Servant leadership** is a [leadership](#) philosophy in which the goal of the leader is to serve. This is different from traditional leadership where the leader's main focus is the thriving of their company or organization. A servant leader shares power, puts the needs of the employees first and helps people develop and perform as highly as possible. Instead of the people working to serve the leader, the leader exists to serve the people.”

--Wikipedia

When?

Most of the time.

What?

- Removing impediments
- Clarifying priorities and expectations

You are directly **leading** the team through a situation.

” To lead by example means **to guide others through your behavior instead of your words**. Your intention is to inspire others to copy your behavior.”

When?

At times of crisis due to external events.

What?

- Stoicism and realism versus group lamenting.
- Marketing of an “eyes forward” attitude.
- Calm purpose versus panicked decisions.

You are directly **managing** the team through a situation.

” [...] the exercise of authority and direction by a properly designated individual over assigned resources in the accomplishment of a common goal” -- NATO

When?

At times of crisis due to events which we had control over. It's time to take over.
Worst case scenario.

What?

- Action and resolution over blame. Deal with the resolution first, the why later.
- This is not the time for democracies.

What are some other ideas for “Modes of Leadership”?

From an article on Indeed.com

- Coach
- Visionary
- Autocratic
- Laissz-Faire
- Democratic or Participative
- Pacesetter
- Transformational
- Transactional
- Bureaucratic

- Relationships are more important than position.
- Pick your battles.
- You can't fix everything.
- Everybody is different and you will rarely change people. People change themselves.
- Be comfortable being wrong.
- Listen more than you talk.
- Question more than state.
- Don't make all decisions, but instead set clear expectations for decision making.

What are some of your Leadership Principles and why?

