

THE EXTRA POINT

BY JERRY ROBERTS



428 Different Leadership Styles – Part 2

We're discussing leadership styles again today. We'll describe those you've seen, and if you're a manager the styles you've likely used. I'm Jerry Roberts and let's see if you see yourself in any of what's to come. That's next, on The Extra Point.

Yesterday, we quoted from Douglas McGregor's book, *The Human Side of Enterprise*, where he discussed two types of managers: Theory X and Theory Y. Theory X proponents didn't have a very high opinion of workers. They see workers as avoiding solid effort and you have to push them hard to get anything done. Theory Y managers see things differently. They believe employees are able to work on their own, be productive, and add creativity to their efforts.

The next examples of leadership styles have to do with how much of the leadership is shared.

First, you have Autocratic Leaders. These are somewhat like the Theory X variety. Autocrats want to maintain control of the situation and make the decisions. They don't consult their team. That can be beneficial in companies where work moves fast since they can make quick decisions and stick with them. But as a downside, it can fall short with engagement.

Next up, the Democratic Leader. This one is more like Theory Y, with the manager involving people in the decision making. They want everybody to take part, to gain a sense of ownership. They do have input into decisions, and the Democratic leader reserves the right to make the final decision.

The third option here is the Laissez-faire Leader. This person is the complete opposite of the micromanager we all know. Laissez-faire managers provide the tools to do a job and then step away, letting the worker handle things. Self-starters will love this style as they

can truly move at their own pace, which is usually accelerated. However, the Laissez-faire style can hurt those who lack self-motivation and a degree of structure.

The final style to consider is the Servant Leader. It is potentially the most impactful of all, but it is also the most challenging as it requires a mindset change in how to be the organization's leader.

Servant leaders have the laser focus to make one specific group of people as successful as humanly possible — the people who report directly to them. Maybe you have one, maybe 10, maybe nobody yet. Servant leaders get to know each person well, coach them up, remove blockages that hurt performance, and help them drive themselves to achieve things they probably thought were beyond their capabilities. By this example, they create new servant leaders.

There's no one way to deal with workplace issues. All of these styles can produce results, you just have to be sure which one works in a given situation. Will that require experimentation and time to figure out? Probably, but it's worth the effort. The key factor is seeing which style people respond well to. You're not going to find a one-size-fits-all approach.

The last couple of days we've identified a half-dozen different ways to categorize leaders. Being able to identify those differences and understanding them, lets us communicate more effectively, get further and do better.

That's The Extra Point. Get out there and make something good happen today. For 93.3 and the Ray Gibson Show, I'm Jerry Roberts.

###

For information on how to send your team to the Live2Lead conference, please click this link: guamtraining.com

