

LEADERSHIP STYLE CONSIDERATIONS

When asked about leadership style, keep in mind all aspects of leadership that fit within your leadership paradigm. It's not finding a catch term or phrase, but the ability to communicate how you lead others.



The following information are samples of theories and examples of leadership melded together to create actions versus descriptions of leadership. Always replace the examples in areas you have tangible actions, activities or experience that provide authenticity to your delivery.

The most well-known of these theories include the following below. (Make time to research and understand them and how they apply to your leadership style):

- Authentic Leadership Development (ALD)
- Transformational and Transactional Leadership
- Charismatic Leadership
- Servant Leadership
- Spiritual Leadership (Avolio & Gardner, 2005)

The models employed by these theories differ based on the unique assumptions and relationships in which the theory is grounded, but generally, they all include a few agreed-upon components:

- Positive leadership involves experiencing, modeling, and purposefully enhancing positive emotions.
- A positive leader is interested in his or her employees' development as well as the bottom line.
- High self-awareness, optimism, and personal integrity (Avolio & Gardner, 2005).

9 Tips on How to Best Model Positive Leadership Behavior

To model positive behavior for your followers, don't just think about the behaviors themselves, think about the **values behind** them. For example, if you go around telling your employees about the importance of collaboration and assigning them to teams, but never work as part of a team yourself, your employees will probably not feel encouraged and inspired.

To ensure you are modeling good leadership behavior, keep these tips in mind:

1. Model your personal values behind the behaviors, not just the behaviors themselves.
2. Promote self-determination in your followers by showing them how it's done.
3. Encourage **positive emotions** and positive social exchanges in the workplace.
4. Set high expectations and live up to them.
5. Make sure you deliver on the commitments you make.
6. Value your followers (and others) and be sure to nurture **relationships** as well as skills and professional development.
7. Work well with others and promote (and engage in) teamwork and collaboration.

8. Try to resolve the inevitable conflicts that will arise in the workplace as quickly and effectively as possible.
9. Be open about your desire and willingness to help, support, and develop others (Avolio & Gardner, 2005; Mariama-Arthur, 2014; Woolley, Caza, & Levy, 2011).

Verbiage to include when considering what your leadership style might look like in action:

- Engaging with employees, sensitive to employee wellness, assistance
- Create high-performing teams to improve individual and team problem solving strategies.
- Develop strategies for successfully managing complex relationships and solving intricate, multidimensional problems.
- Sharpen coaching and performance management skills to determine the appropriate leadership style to motivate employees, teams and promote employee engagement retention.
- Enhance core business function skills that are critical to the success of Department including: strategy, marketing, finance, sustainability, and operations
- Enrich leadership skills (your own and employees), decision making, innovation, negotiation, and change management.
- Identify skills related to oral communication, customer service, and stress management to cultivate and maintain productive interpersonal relationships
- Build peer networks across the Divisions/Organization/allied partners while working with other new managers and supervisors.
- Research, analyze, forecast issues and trends.
- Build on a foundation of understanding your emotional quotient (EQ) and the ability to use and manager your emotions for effective leadership.
- Advancing personal growth and leadership effectiveness.
- Identify the difference between biases, stereotypes, and discrimination and how it impacts their leadership.
- Navigating leadership problem solving and decision making from dealing with employee counseling, progressive discipline, and conflict resolution internally to externally when dealing with the public and community stakeholders.
- Gain better understanding of employee performance, job satisfaction, followership and the correlation to their own leadership influences both internally and externally with the public.

Jonni Redick, CEO

JLConsultingSolutions.com

www.jlconsultingsolutions.com

LinkedIn: Jonni Redick