



THE EVEREST *Leadership Academy*

Leadership Styles

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What is Situational Leadership?

- Different situations call for different types of leadership
 - Most mergers need a sensitive negotiation at the helm, whereas many turnarounds require a more forceful authority
 - You'll learn why adapting leadership styles to team members based on their key goals and tasks is so important and why knowing when to delegate, support, or direct is critical
 - Laissez-faire – a hands off style



Leadership Styles

- Visionary
 - Inspire people
 - Align performance and strategy with the vision
 - Change catalyst – encourage people to innovate
 - Requires self-awareness, self-confidence
 - Appropriate when changes require a new vision, or, when clear direction is needed



Leadership Styles

- Coaching
 - Connects what a person wants with organizational goals
 - Help people to establish plans for achieving goals
 - Appropriate when an employee improve performance by building long-term capabilities
 - Guide people to create their own solutions in moving forward



Leadership Styles

- **Affiliative**
 - Nurture personal relationships between people
 - Focus on praise for their people
 - To / she heal rifts in a team
 - Empathy, teamwork and collaboration
 - Foster friendly interactions / avoid confrontation



Leadership Styles

- Democratic
 - Values peoples input and get commitment through participation
 - Create a sense of harmony within the team
 - Decision making occurs through consensus
 - Empathy, teamwork, and collaboration
 - Influence



Leadership Styles

- Pacesetting
 - Meets challenging and exciting goals
 - More focused on the goals than people
 - Get high quality results from a motivated and competent team
 - Self-awareness, empathy, self-control, achievement drive
 - Apply continual high pressure to achieve goals

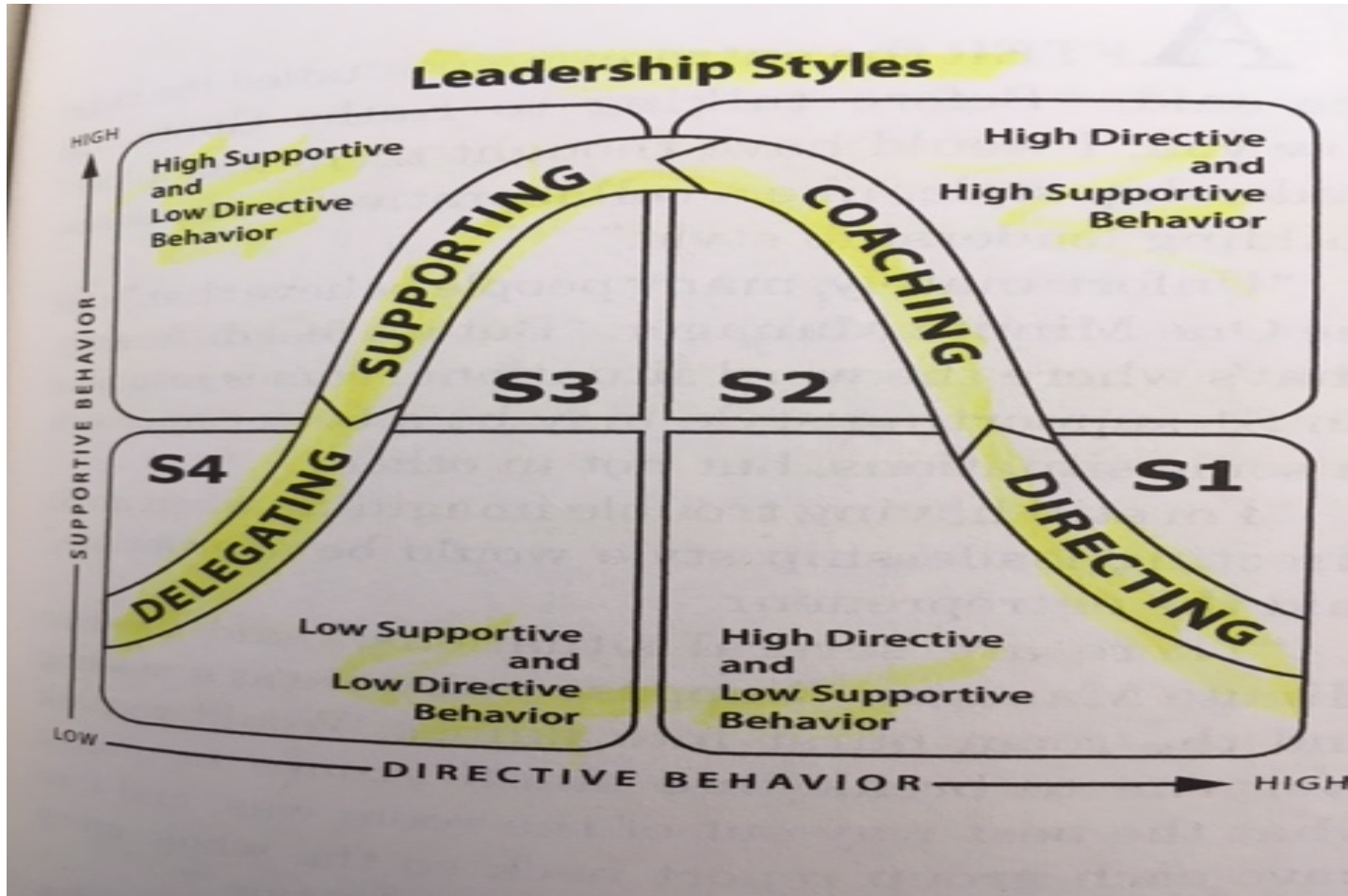


Leadership Styles

- Dictatorial
 - Clear direction in a crisis
 - Demand immediate compliance
 - Kick start a turnaround
 - Dealing with a problem employee
 - Keep tight control, preferring not to delegate



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The Difference Between

Boss

Demands
Relies on authority
Issues ultimatums
Says “I”
Uses people
Takes credit
Places the blame
Says “go”
My way is the only way

Leader

Coaches
Relies on goodwill
Generates enthusiasm
Says “we”
Develops people
Gives credit
Accepts the blame
Says “Lets go”
Strength in numbers