

Are You a Bossy Boss?

How can you flex your style?





Leadership Styles

Leadership is the process of influencing others to achieve a goal, result or outcome.

Style is the way a person usually behaves when he or she is able to do things his or her own way.

Leadership+style = a persons “unique” way of influencing others to a achieve a goal, result or outcome.

Four Dominate Styles

L
O
W

E
X
P
R
E
S
S
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V
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N
E
S
S

High Assertiveness

Direct "D"	Spirited "SP"
Systematic "SY"	Considerate "C"

Low Assertiveness

H
I
G
H

E
X
P
R
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S
S
I
V
E
N
E
S
S

Resource: Organization Design and
Development Inc. 2001



Is there a best style?

Direct	Spirited
<ul style="list-style-type: none">▪ Produces quick results▪ Takes charge no matter how challenging the situation▪ Work hard, and expect that from others▪ Create a high sense of urgency▪ Goal and results oriented▪ Act decisively▪ Fast paced	<ul style="list-style-type: none">▪ Inspires others to develop fresh ideas, new approaches▪ Create a fun environment, act spontaneously▪ Rallies the troops▪ Enjoys motivating others▪ Provides a vision▪ Promotes positive thinking
Systematic	Considerate
<ul style="list-style-type: none">▪ Detail oriented▪ Must have all the data before making a decision▪ Objectivity and accuracy are critical▪ Provides structure▪ Plans things carefully▪ Sets high standards▪ Point out omissions	<ul style="list-style-type: none">▪ Listens actively▪ Works cohesively with others▪ Considers others feelings▪ Shows appreciation▪ Fosters teamwork▪ Provide encouragement▪ Seeks everyone's input

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Self Awareness Exercise

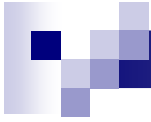
Think about a specific situation in which you will need to influence others to accomplish a goal, result or outcome.

- How will you leverage your strengths?
- How might you need to adapt your style to meet the requirements of the situation?



Self Awareness Exercise Cont.

What did you learn?



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Maximizing People Potential

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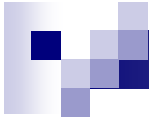
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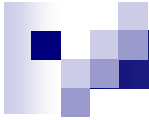
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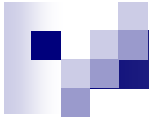
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