Effective Leadership Tactics to Serve Your Members

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Transactional Leadership

- The best way to understand transactional leadership is to think of a typical transaction: I give you this, and you do this in return

- Transactional leaders give instructions to their team members and then use different rewards and penalties to either recognize or punish what they do in response.

- Think of a leader offering praise to applaud a job well done or mandating that a group member handles a despised department-wide task because they missed a deadline. Those are examples of rewards and punishments in a work setting.

Transactional Leadership

- Highly directive
- **Very useful when it's crunch time and you need results fast.**
- **Pro:** Confusion and guesswork are eliminated, because <u>tasks and expectations are clearly mapped out by the leader.</u>
- **Con:** Due to the rigid environment and expectations, creativity and innovation are stifled.
- **You Might Be a Transactional Leader If...**
  - You're constantly brainstorming clever ways to recognize solid work—your team can't wait to see what you come up with after last month's taco party.

Transformational Leadership

- Transformational leaders seek to change or transform the businesses or groups in which they lead by inspiring their employees to innovate.

- These leaders are all about making improvements and finding better ways to get things done.

- They attempt to inspire and empower other people to own their work and chime in with their suggestions or observations about how things could be done better.

- Under transformational leaders, people have tons of autonomy, as well as plenty of breathing room to innovate and think outside the box.

Transformational Leadership

- **Pro:** Leaders are able to establish a high level of trust with employees and rally them around a shared vision or end goal.
- **Con:** In environments where existing processes are valued, this desire to change things up can ruffle some feathers.
- **You Might Be a Transformational Leader If…**
  - You look at every single existing process with a discerning eye and a strong sense that it could be better.
  - You're always encouraging others to get outside their comfort zones and push their own limits.

Servant Leadership

- Servant leaders operate with this standard motto: **Serve first and lead second.**

- Rather than thinking about how they can inspire people to follow their lead, they channel the majority of their energy into finding ways that they can help others.

- They prioritize the needs of other people above their own.

- They focus on elevating and developing the people who follow them.

"Leaders are the ones who are willing to give up something of their own for us. Their time, their energy, their money, maybe even the food off their plate. When it matters, leaders choose to eat last."

Simon Sinek

Servant Leadership

- **Pro:** This approach boosts morale and leads to a high level of trust, which results in better employee performance and a more positive company culture overall.

- **Cons:** It's challenging. Constantly pushing your own needs and priorities to the backburner is something that tends to grow highly unhealthy when practiced for long periods of time.
  - Potentially self destructive in the long run.

- **You Might Be a Servant Leader If…**

- You're known for asking, "What can I do to help?"

- You never think twice about helping out when you're asked—because you know that your own to-do list will still be there when you return.

Democratic Leadership

- Often referred to as "participative leadership." Leaders in this category run groups and projects like...well, a democracy.

- Emphasize working together and actively involve their teams in the decision-making process.

- Democratic leaders value ideas and input from others and encourage discussion about those contributions.

- Pass down orders based on consensus and take a collaborative approach to getting things done.

Democratic Leadership

- **Pro:** Creativity and innovation are encouraged, which also improves job satisfaction among employees and team members.

- **Con**: Constantly **trying to achieve consensus among a group can be inefficient,** costly, and bring the entire system to a halt.

- **You Might Be a Democratic Leader If…**

- You strive to make meetings in which everyone has an equal chance to weigh in.

- You receive input on important decisions from trusted individuals.

Autocratic Leadership

- You can think of this as a "my way or the highway" approach.

- Leaders have taken strategic choices into account and have decided on an appropriate course of action based on their judgement, research and consideration of outcomes.

- Autocratic leaders have a lot of power and make decisions on behalf of their subordinates.

- They dictate not only what needs to be done, but also how those tasks should be accomplished.

Autocratic Leadership

- **Pro:** Decisions are often made quickly and **strategically**, and **teams are kept on track** as a result.
- **Con:** Employees can feel ignored, restricted, and—in the absolute worst of cases—even abused.
- **You Might Be an Autocratic Leader If…**
- You think group discussions and brainstorming only slow things down, and it's better if you make important decisions alone.
- You dislike it when employees question your decisions—when you've said something, that's final.

Bureaucratic Leadership

- Bureaucratic leadership goes "by the book," so to speak. With this leadership style, there's a prescribed set of boxes to check in order to be a true leader.

- For example, bureaucratic leaders have hierarchical authority—meaning their power comes from a formal position or title, rather than unique traits or characteristics that they possess.

- They also have a set list of responsibilities, as well as clearly-defined rules and systems for how they'll manage others and make decisions. They just need to check off the boxes before them.

- Go through frequent redundant and futile processes that waste time and often leave you feeling like you're running in circles.

Bureaucratic Leadership

- **Pro:** There's plenty of stability. Since this is a systematized approach to leadership, things remain constant even through personnel changes and other shifts that threaten to rock the boat.

- **Con:** It's tempting to fall into the **"we've always done it this way"** trap. This approach can be inflexible and neglect to leave room for creativity or ideas from employees.

- **You Might Be a Bureaucratic Leader If…**

- You frequently find yourself asking how your predecessor handled certain scenarios—you want to make sure that you're following the accepted procedure.

- You create strict procedures and protocols that must be followed.

Laissez-Faire Leadership

- This is a French term that translates to "leave it be," which pretty accurately summarizes this hands-off leadership approach.

- It's the exact opposite of micromanagement.

- Laissez-faire leaders provide the necessary tools and resources. But then they step back and let their team members make decisions, solve problems, and get their work accomplished—without having to worry about the leader obsessively supervising their every move.

Laissez-Faire Leadership

- **Pro:** This level of trust and independence is **empowering for teams that are creative and self-motivated.**

- **Con:** Chaos and confusion can quickly ensue—especially if a team isn't organized or self-directed.

- **You Might Be a Laissez-Faire Leader If…**

- You hardly do any of the talking in meetings. Instead, your team members are the ones filling you in on where things are.

- You're only involved in tasks and projects at two key points: the beginning and the end.

Charismatic Leadership

- You know what it means to have a lot of charisma, and that's exactly what these leaders possess.

- Charismatic leaders have magnetic personalities, as well as a lot of conviction to achieve their objectives.

- Rather than encouraging behaviors through strict instructions, these leaders use eloquent communication and persuasion to unite a team around a cause. They're able to clearly lay out their vision and get others excited about that same goal.

Charismatic Leadership

- **Pro:** Charismatic leaders are very inspirational and effective at getting an entire group invested in a shared objective.
- **Con:** Due to their intense focus, it's easy for these leaders to develop "tunnel vision" and lose sight of other important issues or tasks that emerge.
- **You Might Be a Charismatic Leader If…**
- You're known for giving amazing "rally the troops" types of presentations.
- You're usually the one elected to give toasts and speeches at various events.

Questions?

Open for discussion!

Adapted from The Muse's:
What Kind of Leader Are You? 8 Common Leadership Styles (and Their Pros and Cons)

https://www.themuse.com/advice/common-leadership-styles-with-pros-and-cons