

BRAVE
Directing Change

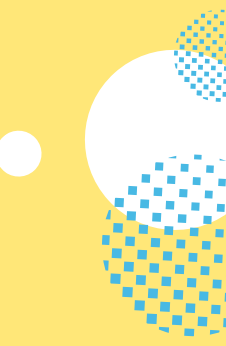


UNDERSTANDING LEADERSHIP STYLES





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HOW TO USE THIS GUIDE

REFLECT

Use the content to self reflect and consider which aspects of the styles you observe in your own leadership behaviour.



SHARE

Cascade this content to your team to boost learning, awareness and professional development.



COACH

Use the content to help you coach someone else towards the behaviors you wish to see more, or less of in their actions.





SITUATIONAL LEADER



THE ADAPTOR

Adapts to what the team or task needs most in the moment.



MOST EFFECTIVE

At their best when adapting your style to meet fast-changing demands.



BLIND SPOT

Can cause confusion in the team as style changes often. It takes time to continually assess needs.



LAISSEZ-FAIRE LEADER



THE AUTONOMER

Gives people freedom to lead their own work autonomously.



MOST EFFECTIVE

At their best when giving their team of experts space to lead with autonomy.



BLIND SPOT

Autonomy can create a lack of control, focus or confused communication.



TRANSFORMATIONAL LEADER



THE CHANGEMAKER

Drives bold change and lifts & inspires the team to deliver at new levels.



MOST EFFECTIVE

At their best when leading change and inspiring bold team evolution.



BLIND SPOT

Might not spot burnout in the team and relies heavily on the charisma of the leader.



TRANSACTIONAL LEADER



THE REWARDER

Rewards results and holds people to account on clear goals.



MOST EFFECTIVE

At their best when driving results through structure, goals & rewards.



BLIND SPOT

Can limit new ideas and focus too heavily on the immediate goals, neglecting the long term.



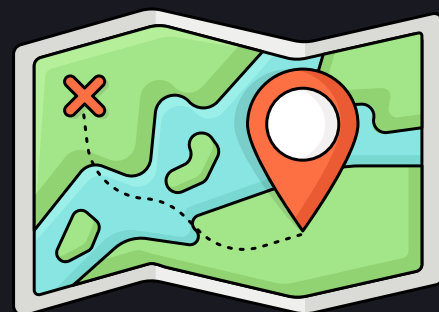
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COACHING LEADER



THE GUIDER

Guides and develops people to grow and succeed long-term.



MOST EFFECTIVE

At their best building talent and focusing on the long-term growth.



BLIND SPOT

Coaching is a time consuming process and doesn't suit all team members.



LEADERSHIP STYLES

VISIONARY LEADER



THE INSPIRER

Paints the BIG picture as well as inspire others to join the mission.



MOST EFFECTIVE

At their best at project kick-offs when setting directions & long term visions.



BLIND SPOT

Likely to skip details & smaller short term tasks in favour of the end goal.



AUTOCRATIC LEADER



THE DECIDER

Makes decisions lightning fast often with little input from others.



MOST EFFECTIVE

At their best when making fast, high-stakes decisions without debate.



BLIND SPOT

Their speed might stifle others creativity & lack of input from all might demotivate.



SERVANT LEADER



THE SUPPORTER

Puts their people first and supports them to do their best work.



MOST EFFECTIVE

At their best building trust, loyalty, and a people-first culture.



BLIND SPOT

There's a chance perception will be of weakness and slow pace.



DEMOCRATIC LEADER



THE VALUER

Asks the team to engage and values everyone's ideas and contributions.



MOST EFFECTIVE

At their best when encouraging ideas and creating a strong team buy-in.



BLIND SPOT

Gaining input and buy-in is a timely process so can lose momentum.



LEADERSHIP STYLES



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