

# Lead with Confidence

## Leadership style summary framework

### **Directional leaders**

For this type of leader, you might also apply the headings of autocratic, commanding, pacesetter, transactional or bureaucratic. For me, it is those who roll up their sleeves, set out the processes they want to be followed, direct from the front, probably do less to empower others with flexibilities or freedoms, and give less autonomy to their staff, taking a more directive approach in framing what needs to be delivered. As a generalisation, these leaders can sometimes forget the human element of their responsibilities but can be highly effective in achieving results and team efficiency.

### **Supportive leaders**

The coaching, democratic and servant leaders. These leaders operate with a focus on people first and recognise the longer-term benefit of gaining the trust and respect of **staff** to achieve goals. They are often empathetic leaders who can help others achieve their potential. Sometimes, if they always look to ensure consensus or buy-in before taking decisions, this could undermine their leadership credibility.

### **Transformational leaders**

Strategic and visionary leaders: those who lead from the front, boldly setting out what they are looking to achieve, encouraging others to embrace their vision, clearly articulating both the change and what that change will bring to all stakeholders. They may not appreciate the change fatigue or caution some display in response to this style.

### **Ambassadorial leaders**

A category that laissez-faire leaders fit into. Those who essentially stand further back from the action (organisational design, delivery and operating model), who perhaps enjoy the more external-facing elements of their work (figureheads or brand representatives), and who give a lot of autonomy to their staff but may not necessarily provide the fully supportive environment needed to ensure that staff are able to succeed. This style can work well for a CEO if the organisation has an empowered deputy, DCEO or COO who can take more of a direct role in leading the business.

