Developing a leadership style that works for you

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Authoritarian?

Dictates and controls all decisions in the group
Sets challenging and exciting goals
Servant Leader?

Selects the needs of others and serves others
Visionary?

Moves people towards shared dreams
COACHING?

Connects what a person wants with the organization’s goals
Affiliative?

Connects people to each other
Democratic?

Gets commitment

Values input

Via participation

UK Youth Parliament Members debate in the House of Commons / Source: Parliamentary Copyright
Authentic?

Has a deep sense of purpose, high integrity and is true to their own core values

THE VIRTUOUS LEADERSHIP PYRAMID

http://hvli.org/10-points/
Summary

• “Large, established organizations should expand their definition of effective leaders” (J.B. Rosner)

• “The best leadership style depends on the organizational context” (J.B. Rosener)

• The best leaders use a combination of styles

• Finding your best style(s) requires self-reflection and practice
References