

Great leaders choose their leadership style like a golfer chooses their club... with careful consideration of the situation faced - and an awareness of the end goal.

Overview

Professors at Harvard Business School have studied the behaviour of Leaders and Managers & concluded that there are six clear leadership styles. Today, Daniel Goleman's book, 'Primal Leadership' discusses the six styles.

The study and subsequent book found that the six distinct leadership styles each spring from different components of emotional intelligence. The styles, taken individually, appear to have a direct and unique impact on the working atmosphere of a company, division, or team, and in turn, on its financial performance. Perhaps most important, the research indicates that leaders with the best results do not rely on only one leadership style; they use most of them in a given week—seamlessly and in different measure—depending on the business situation.

Imagine the styles, then, as the array of clubs in a golf pro's bag. Over the course of a game, the pro picks and chooses clubs based on the demands of the shot. Sometimes he has to ponder his selection, but usually it is automatic. The pro senses the challenge ahead, swiftly pulls out the right tool, and elegantly puts it to work. That's how high-impact leaders operate, too.

Objectives

On completion of this program Participants will understand:

- ▶ The relevance of each of the six styles to different situations
- ▶ The impact of each style on the climate within their work area
- ▶ How to create the climate you want through your Leadership style
- ▶ How to switch styles seamlessly and in proportion to the demands of the situation
- ▶ The differences between the following six styles:
 - Coercive
 - Authoritative
 - Affiliative
 - Democratic
 - Pacesetting
 - Coaching

Each participant will receive a personalised Leadership style assessment and their scores for each of the six styles



Duration: 1 Day

