

I Like Your Style!

(Choosing Your Leadership Style)

*“Conduct yourselves with wisdom toward outsiders,
making the most of the opportunity.*

*Let your speech always be with grace, seasoned with salt,
so that you may know how you should respond to each person.” (Colossians 4:5-6)*

BIBLICAL
BASIS

All leaders influence people-but they do it differently. As a leader, one of the most important discoveries you can make is how you influence others most effectively for the Kingdom of God. Every leader has been created uniquely by God. You must find your unique leadership style and employ it for God's glory.

Leaders Influence People in Different Ways Because of...

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____

Leadership Style Statements:

- a. There is not just one right way to _____.
- b. Great leaders will change styles, but not _____.
- c. Lasting leaders determine their style by observing their _____.

Discussion: Which is correct? Effective leadership is taking people from where they are to where...

- You want them to be
- They want to be
- They need to be

*“True leadership must be for the benefit of the followers, not the enrichment of the leaders.”
(Robert Townsend)*

“A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be.” (Rosalyn Carter)

Five Different Styles of Leaders

1. _____

This style can be overpowering and must be combined with love. This style of leader gets others to do things simply because they want it done. The leader is strong and sometimes forceful. They are often known as “the boss.”

Characteristics of Dominators

- | | |
|----------------------------|--------------------------------|
| a. Intimidating | d. Controlling of others |
| b. One-way communication | e. Strong will and personality |
| c. Require blind obedience | f. Negative |

An On-going Dominating Style will Cause:

- Resentment from followers
- High turnover; people will leave the organization
- Fearful climate and average production

How to Work for a Dominator

- | | |
|------------------------------|------------------------------------|
| a. _____ directions. | d. Never let him/her _____ you. |
| b. Mind your _____ business. | e. Find the _____ to his/her life. |
| c. Don't take things _____. | f. Get another _____ position. |

2. _____

This style is easier to follow. They discuss what needs to be done, and they get others to join them because both the leader and the follower want it done. They work toward cooperation without diminishing their goals.

“The Law of Connection: Leaders touch a heart before they ask for a hand.”
(Dr. John Maxwell)

Ten Negotiating Principles

- The ideal result of negotiating is win-win-win. (Leader, follower, team)
- Start negotiations with high expectations.
- Know what you want to achieve before negotiating.
- Know what you won't stand for before negotiating. (Examples: Bad attitudes, distrust, threats, secrets, closed minds)
- Separate the person from the issue.
- Discover beforehand what the other person really wants.
- Generate a variety of possibilities before deciding what to do.
- Don't match concessions one for one.
- Weigh carefully offers you've never considered before.
- Have a time-limit and tangible way to evaluate the decision.

3. _____

This style is smooth and often full of charisma. They are personable and consider what the follower wants. In fact, this style gets others to do things because the follower wants it. They are convincing to followers. The word “persuasion” comes from two root words: “through sweetness.”

Principles of Persuasion

- a. _____ is foundational. d. _____ is fundamental.
- b. _____ is essential. e. _____ is beneficial.
- c. _____ is critical. f. _____ is motivational.

People don't care how much you know until they know how much you care.

Aristotle spoke of three ingredients of persuasion:

- Logos = Reason
- Pathos = Emotion
- Ethos = Credibility

4. _____

This is a convincing style because the leader never asks the followers to do something that he has not done himself. He gets others to do things because the follower sees it. He leads by example. This leader knows that you cannot lead others farther than where you have gone yourself.

The Equipping Process

- a. _____ – The leader does it.
- b. _____ – The leader does it and the follower watches.
- c. _____ – The follower does it and the leader watches.
- d. _____ – The follower does it.
- e. _____ – The follower does it and someone else watches.

5. _____

This is the most effective way of leading long term. This is where the leader gets others to do things because they feel they can. The leader gives his power away and, therefore, multiplies his leadership. Pittacus said, “The measure of a man is what he does with power.”

Characteristics of Leaders Who Empower:

- a. Their vision is bigger than they are. e. They have a servant's heart.
- b. They believe in people. f. They are transparent.
- c. They have an excellent self-image. g. They are highly successful.
- d. They are people-developers. h. They have God's anointing.

KEY POINTS

The danger of power lies in the fact that those who have it tend to make its preservation their first concern. Such people are reluctant to relinquish the privileges that power brings to them. It is impossible to hold on to power and at the

same time give it to others. Those who draw lines, declare authority, and fight for rights soon see their power diminish. Only those who pass it on to others find their power increases. To empower others is to empower yourself.

Five Leadership Styles: What to Expect From Them...

<u>STYLE</u>	<u>REQUIRES</u>	<u>POSITIVE</u>	<u>NEGATIVE</u>
Dominating	Blind obedience	Immediate action	Negative reaction
Negotiating	Mutual victory	Entrepreneurship	Unequal effort
Persuading	Motivational skills	Winning attitude	Leader dependence
Modeling	Time together	Loyalty	When leader falls
Empowering	Anointing	Extraordinary living	Too much reliance on leader's blessing

ACTION PLAN

ASSESSMENT: Which leadership style do you employ?

APPLICATION: Identify a situation this week and choose the best style to lead in that situation. Discuss this with a colleague.