

# Effective Leadership - Styles and Techniques

**TUNDE WALE-TEMOWO**

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# Session Objectives

At the end of this presentation, participants are expected to be able to:



identify the characteristics and functions of an effective leader;

understand the various leadership styles and their effects;

demonstrate the qualities of leader



# Defining Leadership

Leadership is...

*The process of influencing other people to follow in the achievement of a goal. It's a relationship that cuts across barriers!*



# Leadership Explained

- *Boss Vs. Leader*

- *Power Vs. Influence*

## BOSS



## LEADER



DIFFERENCE BETWEEN

# Key Leadership Functions



1  
**Planning**



2  
**Coordination**



3  
**Motivation**



4  
**Information  
Dissemination**



5  
**Feedback**



# Key Leadership Functions

## - Planning

As a leadership function, planning entails...



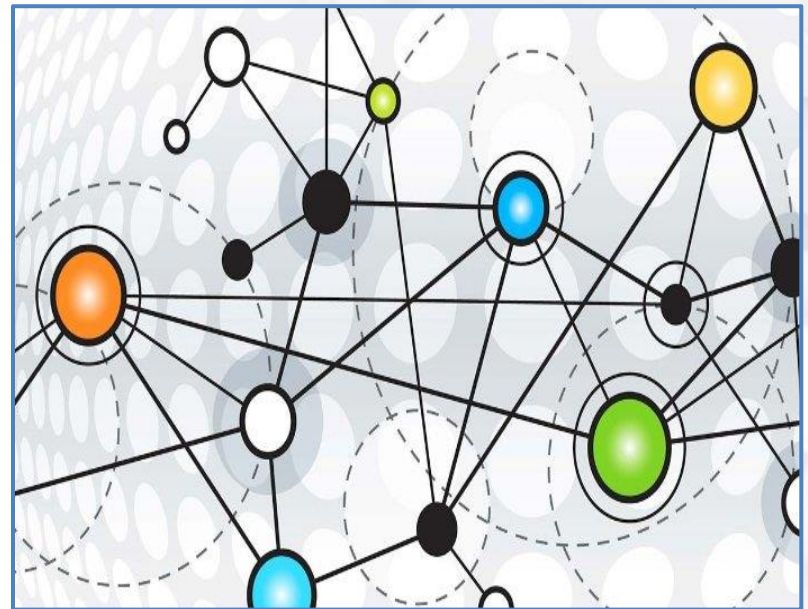
- Seeking information
- Defining tasks
- Setting goals and objectives
- Defining required performance standards and expectations
- Initiating project meetings and briefings
- Assigning tasks

# Key Leadership Functions

## - Coordination

A leader will be responsible for overall team coordination by:

- Bringing together the Component Parts
- Continuous Monitoring & Feedback
- On-going Decision-Making
- Maintaining Standards



# Key Leadership Functions

## - Motivation

The leader motivates by:

- Building team spirit
- Encouraging team members
- Building morale
- Developing skills of subordinates
- Providing listening ears to individual problems







# Key Leadership Functions

## - Information Dissemination

The leader is primarily responsible for information sharing among the team members and with external stakeholders.



- Clarifying plans and assigned tasks
- Providing updates
- Providing hints and problem-solving ideas

# Key Leadership Functions

## - Feedback

Performance Management and Feedback are critical responsibilities of the leader.



- Reviewing the feasibility and appropriateness of ideas
- Facilitating self-assessment
- Providing performance feedback
- Managing underperformance as may be required

# Leadership Styles



Directive Leadership - “leading from the front”



Influential Leadership - “leading from behind”



Collaborative Leadership - “leading from within”

# Leadership Styles

## - Directive

- ❖ Telling people what to do, or giving direct information in a controlled environment
- ❖ Maintains a high level of control; preferred by many leaders
- ❖ Premised on the notion that the more control the leader has, the less subordinates will have
- ❖ Most ideal when dealing with crisis, working with new recruits, shearing new information, operating in highly sensitive areas , where lives can be at risk, and driving change in resistant conditions



# Leadership Styles

## - Influential



- ❖ Surrenders some control to subordinates
- ❖ Intervenes in the work of subordinates in a way that encourages them
- ❖ Creates environment for team members to release their personal power
- ❖ More subtle leadership style; followers do not rely on the power of their leader to achieve results
- ❖ Takes the form of asking questions, revealing lack of knowledge in areas where staff know so well and informing with integrity
- ❖ Influence comes through personal power, confidence and integrity rather than through their power of authority





# Leadership Styles

## - Collaborative



- ❖ Collaborative leader; models a way of working that is an expression of well integrated set of values and attitudes
- ❖ Mutual respect between the leader and followers
- ❖ Relies on other people's personal power, capabilities, differences, knowledge and contributions to the common goals
- ❖ Employees feel valued and recognised for their contribution & get drawn to this style
- ❖ Provides staff with the sense of collective achievement
- ❖ Vision is communicated by the leader, and joint decision is taken on how to achieve it



# Leadership Styles

## Important Thoughts



- ❖ A good leader is able to assess situations and adopt a style of leadership that achieves the best results
- ❖ Noticing people's responses to you and checking whether your style brings out the best in them is key to optimal team functioning



# Exercise

1. Identify a leader you know with each of the leadership styles.
2. What leadership style do you currently utilize the most?
3. What leadership style would you like to develop?





# Concluding Thoughts

- Leadership is all about influencing others to achieve a goal
- A lot more is achieved with good relationships
- Know thyself and adopt the leadership style that suits you & the situation best
- Release power through motivation
- Walk the talk



# Questions