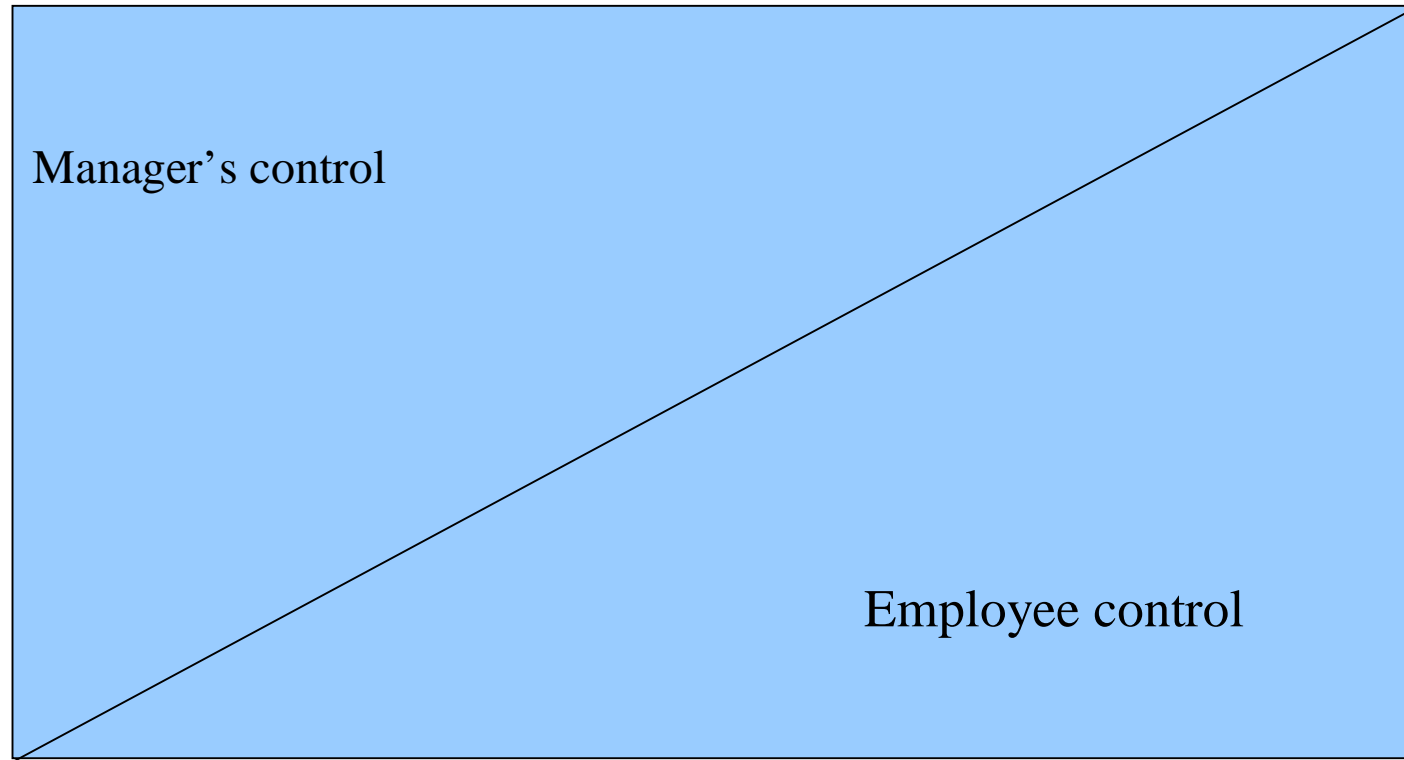




Leadership Styles

Alina Marić
alina.maric@hifab.se

Leadership styles



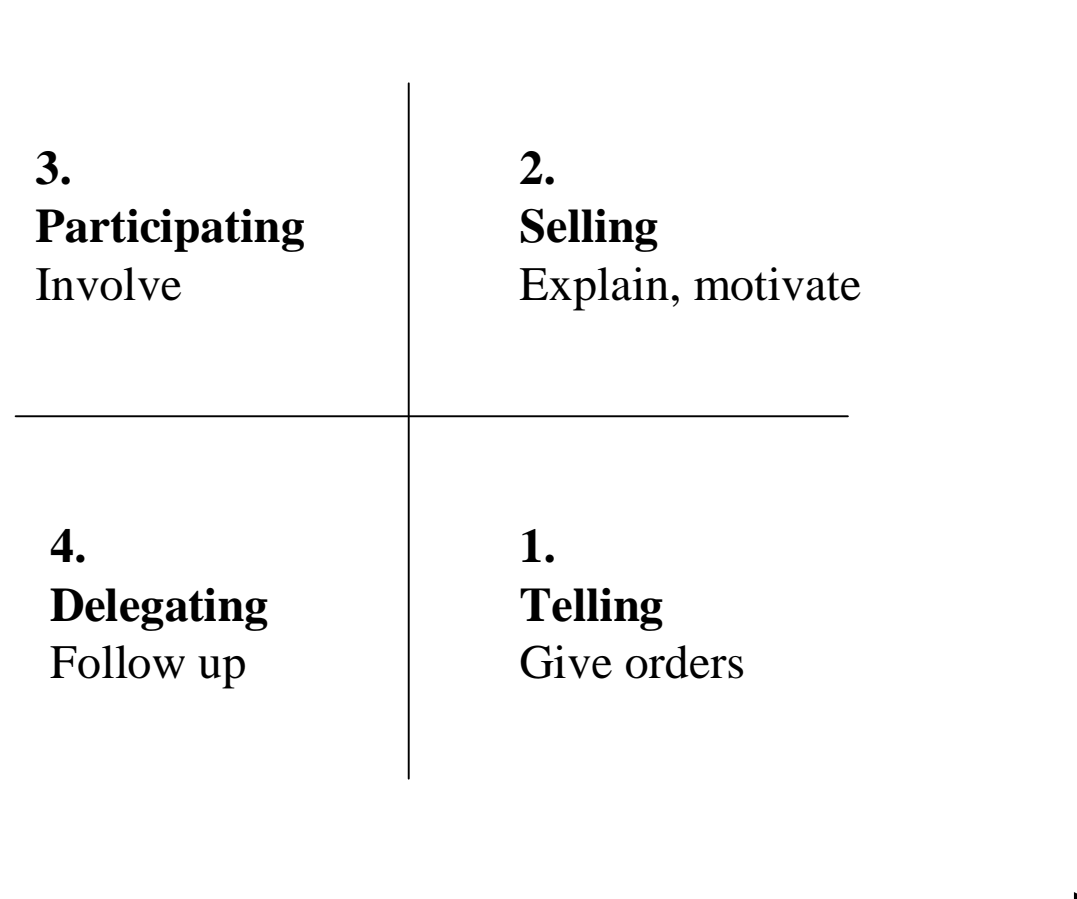
Autocratic

Participative

Free reign



Supportive

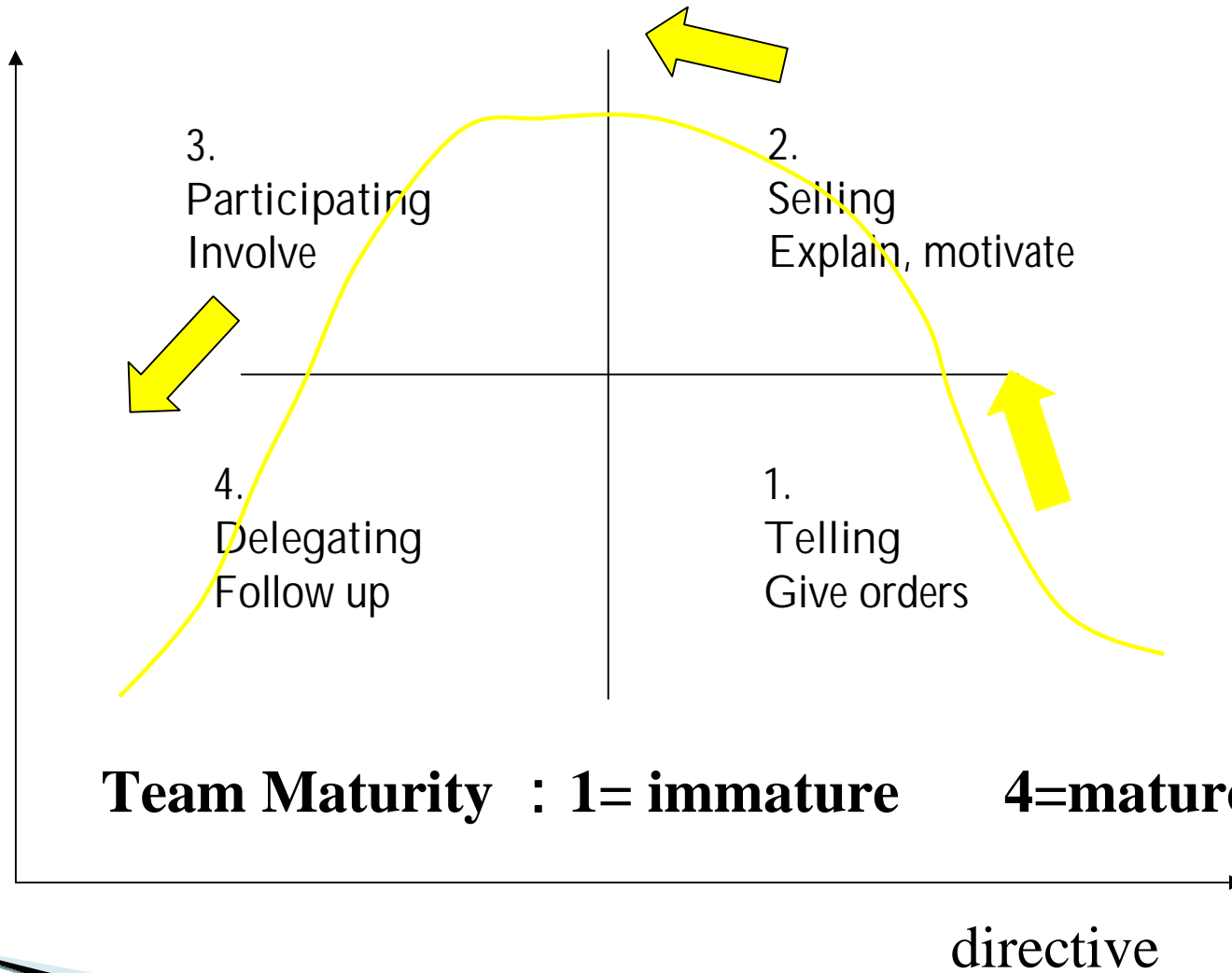


Directive



Situational leadership styles Hersey Blanchard

supportive



Now...



- ▶ IDI Analysis Practice
- ▶ (20 minutes)

Cooperators		Enthusiasts	
Analysers		Producers	





SUMMARY OF STRENGTHS AND WEAKNESSES



<p>Effective COOPERATOR (relator) Personal, careful, loyal, reliable, open, willing, nice, spontaneous, informal, friendly, warm, considerate, accurate, calm, relaxed, respectful</p> <p>Ineffective COOPERATOR Subjective, postponer, overprotective, insecure, dependent, "coward", sentimental, sensitive, slow, persistent, determined, submissive, soft, inhibited, powerless, dependent</p>	<p>Effective ENTHUSIAST (motivator) independent, creative, fast, social, exciting, idealistic, imaginative, enthusiastic, humorous, entertaining, intuitive, outspoken, open, accepting, amusing.</p> <p>Ineffective ENTHUSIAST unrealistic, manipulative, dreamer, diffuse, dead certain, unpractical, inconstant, easily irritable, exaggerating, stressed, confused, rash, boastful, muddled, overdramatic.</p>
<p>Effective ANALYSER (processor) Analytical, patient, deliberate, solid, objective, diligent, specific, rational, consistent, exact, logical, systematic, stable, methodical, thinker, persevering</p> <p>Ineffective ANALYSER irresolute, restricted, slow, over critical, boring, regular, single-tracker, non dynamic, cold, traditional, over serious, unaffected, complex, over technical</p>	<p>Effective PRODUCER Objective, self confident, pragmatic, resolute, straight, distinct, competing, result focused, goal oriented, organized, demanding, stable, independent, strong, driven</p> <p>Ineffective PRODUCER presumptuous, abrupt, hard, dead certain, egoistic, aggressive, cold, impatient, climber, suspicious, supercilious, obstinate, unsociable, dominating</p>

How the styles apprehend each others



	Producers (Driver)	Enthusiasts (Entrepreneur, Expressive)	Cooperators (Amiable, Integrator)	Analysers (Administrator)
Producers apprehend them as...	Objective, self confident, decision makers, strong, straight, goal oriented, organized, demanding, stable, positive	Competing, exciting and imaginative, risk-taking, having a positive self look, energetic Dreamer, diffuse, too emotional, un-disciplined, idealist	Subjective, breaks-man, bound of traditions, sensitive, careful, depending, uncertain, slow, "fellow-traveler", too emotional, compliant, afraid of changes, immature, time waister	Analytical, business-minded, objective, reliable, logical, rational, serious Irresolute, too critical, narrow-minded, boring, garrulous, too cautious, conservative

How the styles apprehend each others



	Producers	Producers	Producers	Producers
Enthusiasts apprehend them as.....	Self- confident, competing, distinct, straight, goal focused, task focused	Self- confident, competing, distinct, straight, goal focused, task focused	Self- confident, competing, distinct, straight, goal focused, task focused	Self- confident, competing, distinct, straight, goal focused, task focused

How the styles apprehend each others

	Producers	Producers	Producers	Producers
Cooperators apprehend them as....	Arrogant, short termed, abrupt, self sovereigns, impatient, self-contempt, impulsive, obstinate, aggressive, reserved, cold, taking to much risks, insensitive, reserved	Arrogant, short termed, abrupt, self sovereigns, impatient, self-contempt, impulsive, obstinate, aggressive, reserved, cold, taking to much risks, insensitive, reserved	Arrogant, short termed, abrupt, self sovereigns, impatient, self- contempt, impulsive, obstinate, aggressive, reserved, cold, taking to much risks, insensitive, reserved	Arrogant, short termed, abrupt, self sovereigns, impatient, self- contempt, impulsive, obstinate, aggressive, reserved, cold, taking to much risks, insensitive, reserved



How the styles apprehend each others



	Producers	Producers	Producers	Producers
Analysers apprehend them as...	Objective, facts-oriented, organized, pragmatic, capable, pragmatic, driving	Objective, facts-oriented, organized, pragmatic, capable, pragmatic, driving	Objective, facts-oriented, organized, pragmatic, capable, pragmatic, driving	Objective, facts-oriented, organized, pragmatic, capable, pragmatic, driving

Good conflict handling



- ▶ Don't ignore the problem – if you pretend it's not happening it will get worse.
- ▶ Define the problem carefully:
 - What has gone wrong? Who are involved?
 - What caused this to happen? Stick to the facts. Listen to all parties.
- ▶ Be straightforward and opt for a win-win solution.
- ▶ Realize your own role and ask for assistance if necessary.