



Leadership Styles

Discernment in Leadership Workshop

April 2 - 8

A few questions of context

- Which leader has had the most significant impact on you? Why?
- In your school what qualities of leadership do you think are most important? Why?





Good leadership

What Do you Need?

YOU RANK THEM



- Is committed to my **ONGOING TRAINING**
- Provides goals and objectives with **LOOSE GUIDELINES/DIRECTION**
- Provides safety for **TRIAL AND ERROR**
- Creates a feeling of succeeding and failing **TOGETHER**
- Has the **FLEXIBILITY** to change opinions
- **COMMUNICATES** often and openly
- High **ETHICAL AND MORAL** standards
- Is **OPEN** to new ideas and approaches
- Clearly communicates **EXPECTATIONS**
- Helps **ME GROW** into a next-generation leader

Harvard Business Review Sunnie Giles March 15 2016

<https://hbr.org/2016/03/the-most-important-leadership-competencies-according-to-leaders-around-the-world>

What do you
think?



Research Findings



1. High ethical and moral standards
2. Provides goals and objectives with loose guidelines/direction
3. Clearly communicates expectations
4. Has the flexibility to change opinions
5. Is committed to my ongoing training
6. Communicates often and openly
7. Is open to new ideas and approaches
8. Creates a feeling of succeeding and failing together
9. Helps me grow into a next-generation leader
10. Provides safety for trial and error

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High Ethical and Moral standards

- Creates a safe and trusting environment
- Conveys a commitment to fairness that rules will be followed
- No one is blind sided
- High capacity for social engagement, innovation, creativity and ambition.
- Neuroscience: a threat to our safety: arteries harden and thicken to handle an increased blood flow ready for flight or fight.



Empowers others to self-organise

- No leader can do everything themselves. Distribute power and rely on decision-making of others.
- Empowered teams are more productive and proactive, provide better customer service, show high levels of job satisfaction and commitment to team and organisation.





Fosters a Sense of connection and belonging

This includes:

Communicates often and openly and

Creates a feeling of succeeding and failing together

- *We are social beings*
- *Connection also impacts productivity*
- *Emotions are contagious*

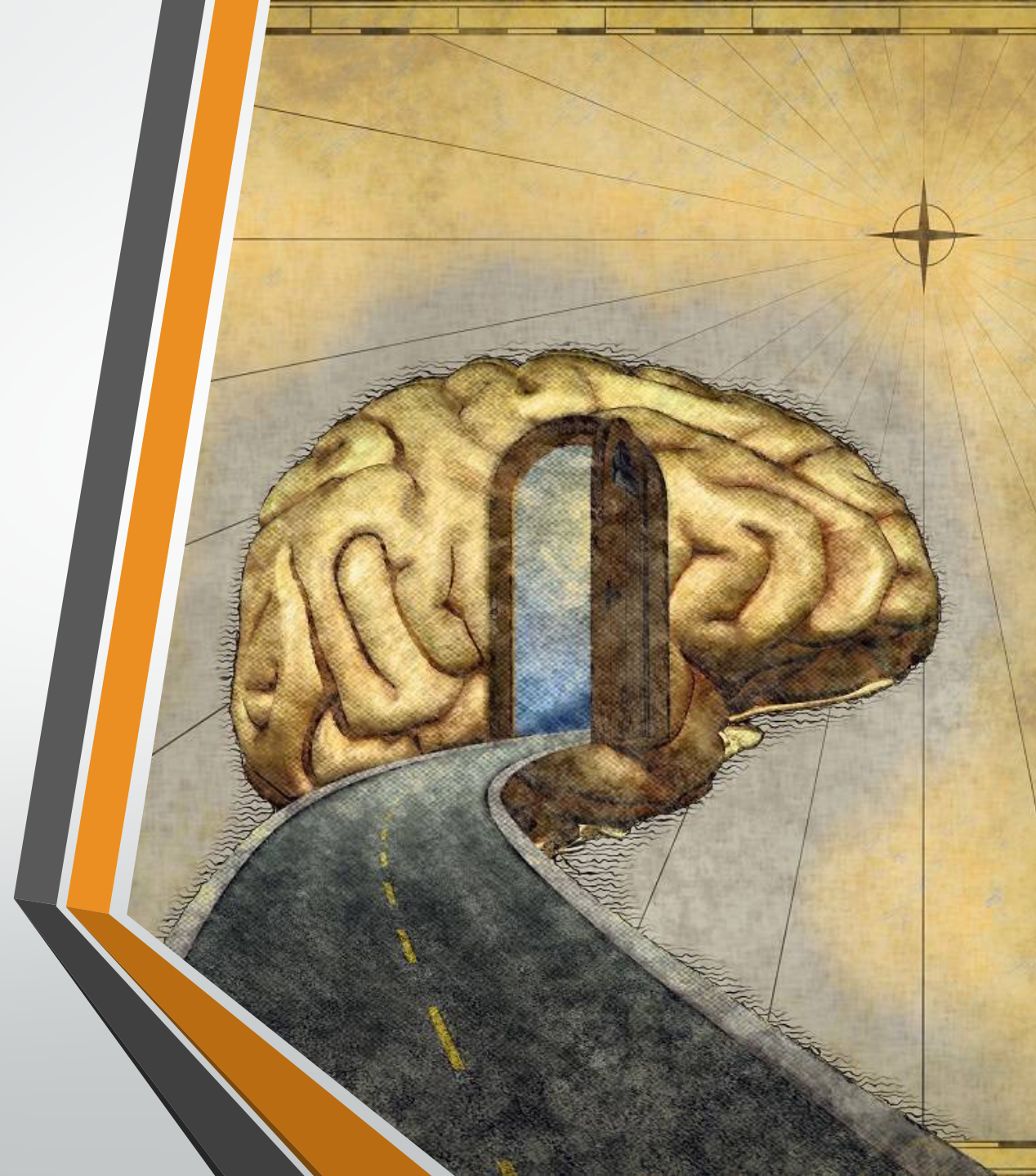
Shows Openness to new ideas and fosters organisational learning

This includes:

Has the flexibility to change opinions

Is open to new ideas and approaches

Provides safety for trial and error




Nurtures Growth

Includes:

Is committed to my ongoing training

Helps me grow into a next-generation leader



A young woman with dark, straight hair is shown from the chest up. She is resting her chin on her right hand and looking directly at the camera with a neutral, thoughtful expression. The background is a plain, light-colored wall. The overall lighting is soft and even.

Your strengths and
weaknesses