

MODERN DAY LEADERSHIP

Without doubt, as leaders we set the tone as well as model the behavior for the organizational culture we want to create. In doing so, it is important that we use our natural talents to benefit the organization and our followers, much aware of what we value most.

Each one has his/her own leadership style. One may take a modern servant leadership approach and focus on developing the team; another is a charismatic leader who inspires the team to take action. The good news is that these styles are not mutually exclusive, and the best leaders adapt based on the needs of their work and the people they are leading.

We explore the most common modern day leadership styles, as follows:

***Servant:** The servant leader is one who truly cares about the needs of the followers/ employees. Millennials have a strong preference for modern servant leaders who take genuine interest in both their professional and personal development, and are willing to become mentors.

***Innovative:** Innovative leaders are big picture thinkers who are willing to shake things up to achieve the desired outcome. Many of the most innovative leaders of today have no patience for stagnation. They like to take stock of processes, and when something is not working, innovators are willing to try new things and find something that does.

***Pace Setting:** Pace setters are visionaries who set the pace not just for their organizations but for the direction of their entire industry. They dream big and inspire those around them to take action to accomplish the seemingly impossible. Where the servant leader focuses more on people development, pace setters are often more demanding in their quest to do things better and faster.

***Charismatic:** These leaders inspire the people around them to greatness. They have a “let’s do it together” attitude and use the power of personality to inspire passion and action in others. Much like innovators and pace setters, charismatic leaders are often visionaries. These leaders need the balance of others around them who can execute on big ideas and get things done.

***Laissez Faire:** People who adopt a laissez faire leadership style are usually excellent at delegating. They know how to communicate their vision, and prefer to give their teams the tools they need and the space to get it done. Laissez faire leaders often like to surround themselves with a highly-skilled, self-motivated team they do not have to manage too closely.

(By Dr. Fil and Nget Sokla)