

SCRUTINIZING DIFFERENT TYPES OF LEADERSHIP MODELS

In the study and practice of modern leadership, there are a wide variety of leadership models for organizations. Incidentally, some leaders are able to overlap styles and adapt them to benefit their organizations.

✓ THE AUTHORITATIVE LEADER

The Authoritative Leader focuses on setting and achieving goals so as to execute quality goals. With a focus on common vision and end results, this leader can still inspire individuality and creativity among followers. This is accomplished by providing a clear path to success.

The Authoritative Leader has a strong entrepreneurial spirit and inspires an eagerness for success among followers.

✓ THE AUTHENTIC LEADER

The Authentic Leader is transparent and honest, responding in the moment and unleashing their actual emotions regardless of how they fear they will be viewed.

✓ FORERUNNER LEADER

A Forerunner Leader truly leads by example. They set the pace in regards to productivity and everything else falls into place.

This type of model works effectively in organizations with highly-skilled teams. Because followers or employees have the necessary training to execute, a Forerunner sets the standards high. This type of leadership is based on a “Do as I do” philosophy, ensuring employees have an example by which to work.

✓ THE COACHING LEADER

This leader develops people for the future. With a focus on grooming, leaders who coach their followers/employees help them learn through exploration. This style works especially well when followers/employees are willing to learn and grow.

✓ THE COERCIVE LEADER

Somewhat similar to the Authoritative Leader, the Coercive Leader gives concise direction to their followers. This type of leader is focused on compliance and productivity over everything else. There is no flexibility, followers yield to this leader who dictates plans and processes. By demanding compliance, this leader lacks the ability to bring out their followers’ innovative, critical thinking abilities.

✓ THE GROUP-THINK MODEL

One of the more progressive new types of leadership models is the Group-Think. This type flips the traditional corporate hierarchy around. Subordinates or employees are empowered to make decisions.

✓ THE DEMOCRATIC LEADER

Perhaps the most beloved leader is the Democratic Leader. This style is a blend of Authentic, Authoritative and Group-Think leaders all in one. Democratic leaders thrive on feedback from followers and other leaders. They are experts at breeding consensus among teams through communication and inspiration.

(by Dr. Fil with Nget Sokla)