Six Types Of Leaders

What do these types of leaders produce in their organizations?

1. Unpredictable leaders produce hesitant followers.

If you ever have the misfortune of working for an unpredictable leader, you never know what they're going to do next. Since you don't know what to expect, you inevitably become hesitant, fearful, and tentative. It's impossible for the team to find consistency. If you think you might be an unpredictable leader, work on focus and consistency. When your actions match your words that builds trust.

> *"Successful people do consistently what normal people do occasionally."*

2. Domineering leaders produce compliant followers.

"It's my way or the highway." These types of leaders will intimidate or threaten people into following them. This might produce short-term results, but long term, they can be devastating. Domineering leaders foster a culture of 'yes' people and they create weak teams! They might get compliance, but not commitment. Be intentional about not bullying your team or organization. <u>Ask questions and really listen</u>. A good rule of thumb is to ask ten times more questions than you give directions. *(Be aware of the tendency of the people around you doing things just to please you. Your words carry a lot of weight.)*

3. Secretive leaders produce guarded followers.

"I can't tell you this (You're not important enough to know)." If you keep information from your team you will create a culture of distrust. If you don't trust your team then how are they supposed to trust you?

> *"A team is not a group of people who work together.*
> *A team is a group of people who trust each other."*
> *(Simon Sinek)*

If your people are guarded, they're not going to give you feedback. And if they don't give you feedback, your days as an effective leader are numbered. That's why transparency, vulnerability, and honesty are so important for leaders. When we communicate information we are saying that we trust others. Without trust we don't have anything. Communicating information creates buy-in. The more followers know, they more they will care.

4. Passive leaders produce disengaged followers.

If there's a problem everyone can see (revenue, team morale, conflict, lack of clarity, unmet expectations), but the leader doesn't fix it, eventually the problem is not the real issue—it's the leader.

If a leader doesn't care, the team isn't going to care. Acknowledging the problem is the first step to overcoming passivity. If you've been a passive leader *(maybe because you're discouraged, overwhelmed, don't know what to do)*, start by doing something. It's okay to admit that you don't know what to do! Doing nothing is worse than doing something. An average plan is better than no plan. Engage! Engage! Engage!

5. Healthy leaders produce faithful followers.

Instead of being unpredictable, a healthy leader is predictable and has a plan. He or she has a clear vision and direction. They are constantly working on the culture. They are aligning values with the direction of the organization. They are aligning actions with beliefs.

Instead of being domineering, a healthy leader listens and collaborates. There is buy-in from the team and the leader gives credit where its due. There is an ownership mindset that is created by the healthy leader.

Instead of being secretive, a healthy leader is transparent and trusting. A healthy leaders is trustworthy and creates a sense of openness.

Instead of being passive, a healthy leader is active. A healthy leader is engaged daily in the organization.

If you work for a healthy leader, you're going to want to follow, sacrifice, and give your best. *The last type of leader is a step beyond healthy …*

6. Empowering leaders produce other great leaders.

Empowering leaders are going to do all the things a healthy leader does, and then do more. Empowering leaders are not focused on themselves – they give authority and responsibility away. Instead, they empower people with the ability to say 'yes' to opportunities and vision. Give others the responsibility to create and then get out of their way.

How deep in our organization have we empowered people to say "yes"?

If people deep within the organization have the ability to say 'yes,' you have an empowering culture. Those on the front lines feel like they have the freedom to make decisions – to make changes and implement new ideas.

"Empowering leaders don't just produce followers—they produce other great leaders."

How do you get to be an empowering leader?

- Lead <u>yourself</u> – what disciplines are lacking in your life? What can you do to become sharper?

- Lead <u>others</u> – from the heart and soul, with your mind and from your strength

- Lead <u>leaders</u> – teams of others … *"do things that I cannot do."*

Don't just tell them to do what you say, or even to do what you do—tell them to do the things you can't do! Train them to create, innovate, and lead. That's how to become an empowering leader.

Don't just assume you're a great leader. Analyze your tendencies and work on cutting out the negative attributes. Once you shed the layers of being unpredictable, domineering, or secretive, you'll be a much healthier leader who can empower others to do more together than you ever thought possible.

- **How am I unpredictable as a leader?**

- **What are one or two things I can do to build trust?**

- **How am I domineering?**

- **What can I do to make sure everyone has a chance to offer their wisdom and opinions?**

- **What are three things I could share that would help you feel valued and help you care about our mission?** *(What do you not know that you feel you should know?)*

- **What problems am I ignoring? What are one or two areas where you see that I need to engage to move the organization forward?**