

Leadership styles

SPEAKING

LEVEL
Advanced

NUMBER
EN_BE_3710S

LANGUAGE
English






Goals

- Can understand and explain the differences between types of leadership.
- Can present my own views convincingly as to which types of leadership are suitable for particular purposes.



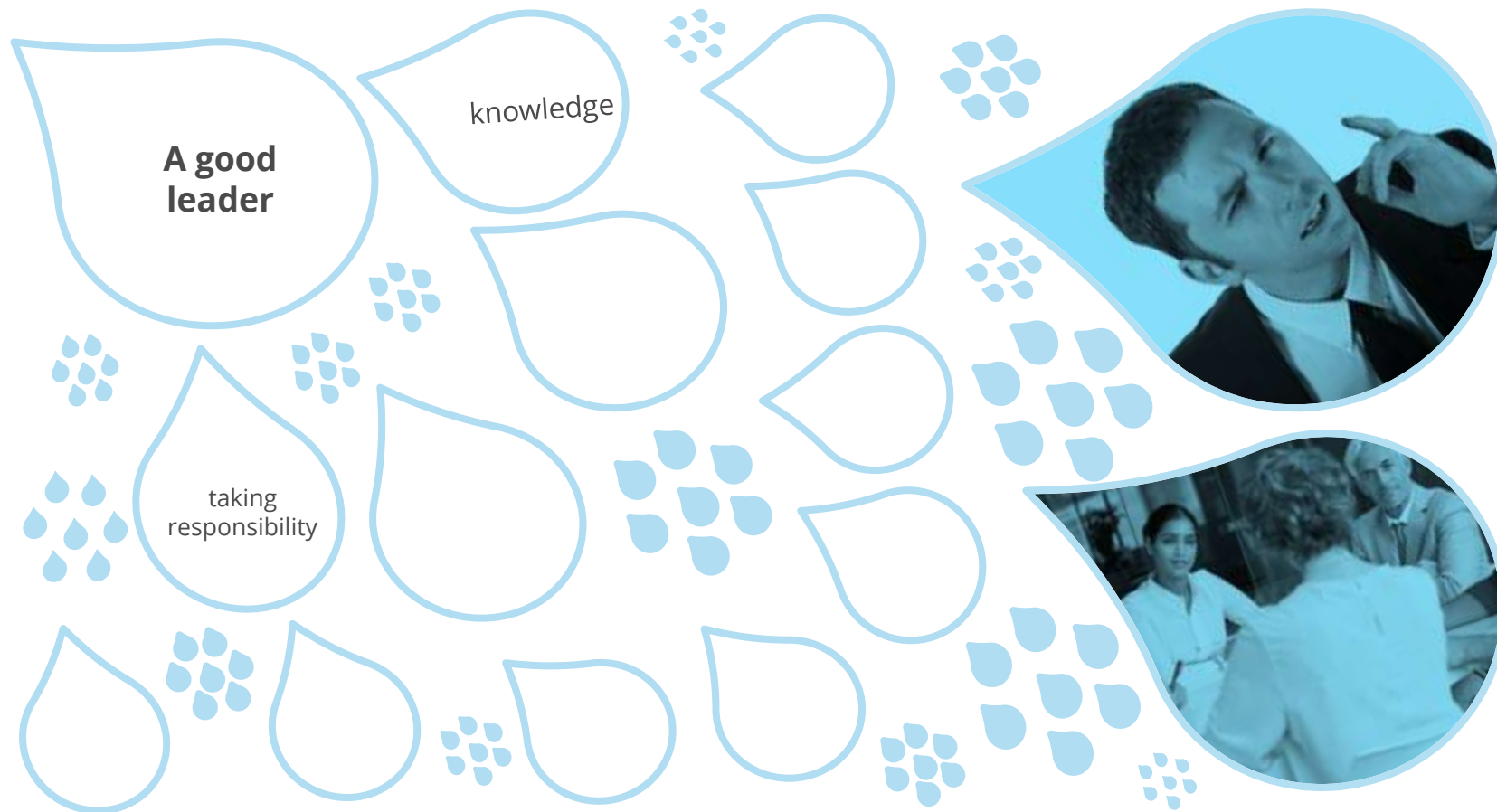


Anyone who has been **working** for a while will have encountered a variety of **leadership styles** in their time.
Is there a **method** to the madness of **managing** people?



Brainstorm

What makes a good leader? Brainstorm below with your teacher or classmates.





Emotional intelligence

How important is **emotional intelligence** in a leader?
Are there times when it is more or less **appropriate**?





Leaders

Do you think a leader should...



1

...be able to achieve specific outcomes?

2

...know when to make drastic decisions to avoid greater damage?

3

...know when to ignore false problems?



Leadership styles

It is generally agreed upon that a leader should **be an authority** in their field and be able to show others the way. It might seem like every person in authority has a different **leadership style**, but there are certain categories of leadership that people broadly fall into.





Leadership styles



First of all, we have the **charismatic leader**, or someone who leads by charisma. They try to **make a good impression** on everyone around them through their persona, mannerisms and way of speaking. Their focus is on gaining people's respect by being **trustworthy** and by inspiring them. A charismatic leader might even want to change the beliefs and values of their team members to **align with** their own.



Leadership styles

Next, there are the **micro-managers**: those leaders who want to be aware of every little detail that their team is involved in. They do this in order to ensure that the common goal is reached and that progress is always being made. They are **outcome-orientated** leaders, who may come across as **workaholics** and unable to let go.

On the opposite end of the spectrum we have the **laissez-faire leaders**: those who pride themselves on minimal involvement in other people's tasks, who take a **hands-off approach** to management. They have high levels of trust in their team members and they allow others to be themselves and to work in the way they see fit. This leadership style is in fact one of the least effective.



Vocabulary

Do you know what these words from the text mean?



to be an authority

to make a good impression

trustworthy

to align with

outcome-orientated

workaholic

a hands-off approach



Leadership styles

Of the three leadership styles mentioned so far, which ones have you encountered?

charismatic
leader

micro-manager

laissez-faire
leader



Leadership styles

What are the pros and cons of each of the three leadership styles we have mentioned so far?





Get ready to listen



The next few pages will focus on your listening comprehension.



Listen for these words and phrases – do you know what they mean?

to push the
boundaries

empowered

task-orientated

clarification

flat hierarchy

to delegate
authority



Leadership styles

transformational
leader

democratic leader

What are the **pros and cons** of the
last three **leadership styles** that
you heard about?

transactional
leader



Leadership styles

Of the six leadership styles you have learnt about, which one do you think is closest to your current manager?



Leadership styles:

charismatic

laissez-faire

micro-
management

transformational

democratic

transactional



Which leadership style?

Which leadership style would be best for each of these business types?
Discuss with your teacher or classmates and try to come to an agreement.

a bank



an internet start-up



a restaurant



a TV production company





Which leadership style would you choose in these situations? Which would you definitely avoid?

organising resources
after a natural
disaster

organising a team to
present in a meeting
in front of big
investors

finding a new concept
for an app

trying to complete a
project when there is
very little time
available



Your leadership style

**Now think about your own job or workplace.
Which leadership style would be the most appropriate in your
profession? Which style would you like to adopt in the future?**





Which of these statements do you agree with the most?



Good leaders should know a bit about the work of their team but also trust them to do their job alone.

Good leaders should always know everything everyone in their team is doing and how they do it.



Good leaders should trust their team 100% and only check briefly for progress.



Being convincing

Discuss the sentence below with your teacher or classmates. Do you agree with it?



Good leaders are those who are able to convince rather than letting others convince them.





Leadership styles

Do you think it is possible to teach leadership styles? If yes, how could they be taught? If not, why not?



Do you think it's possible to change your leadership style to adapt to a project or team?

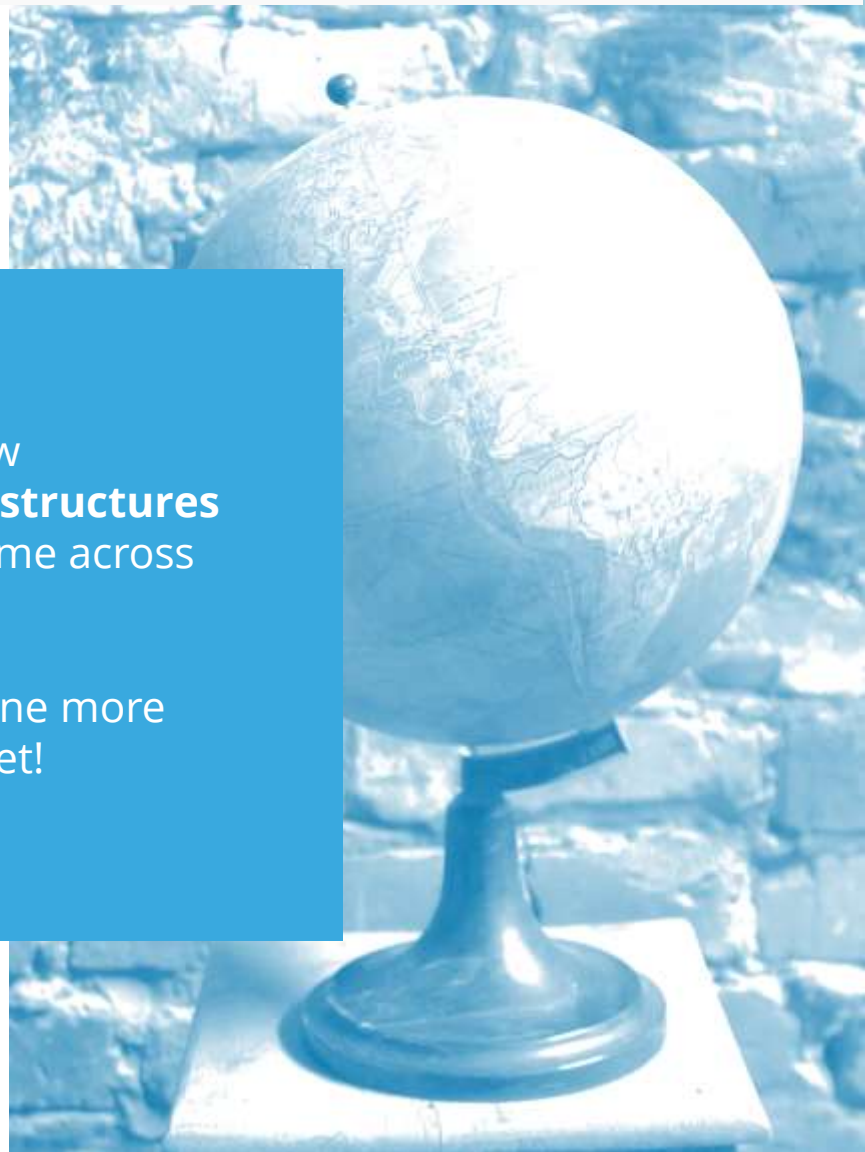




Reflect on this lesson

Take a moment to review any new **vocabulary, phrases, language structures** or **grammar points** you have come across for the first time in this lesson.

Review them with your teacher one more time to make sure you don't forget!





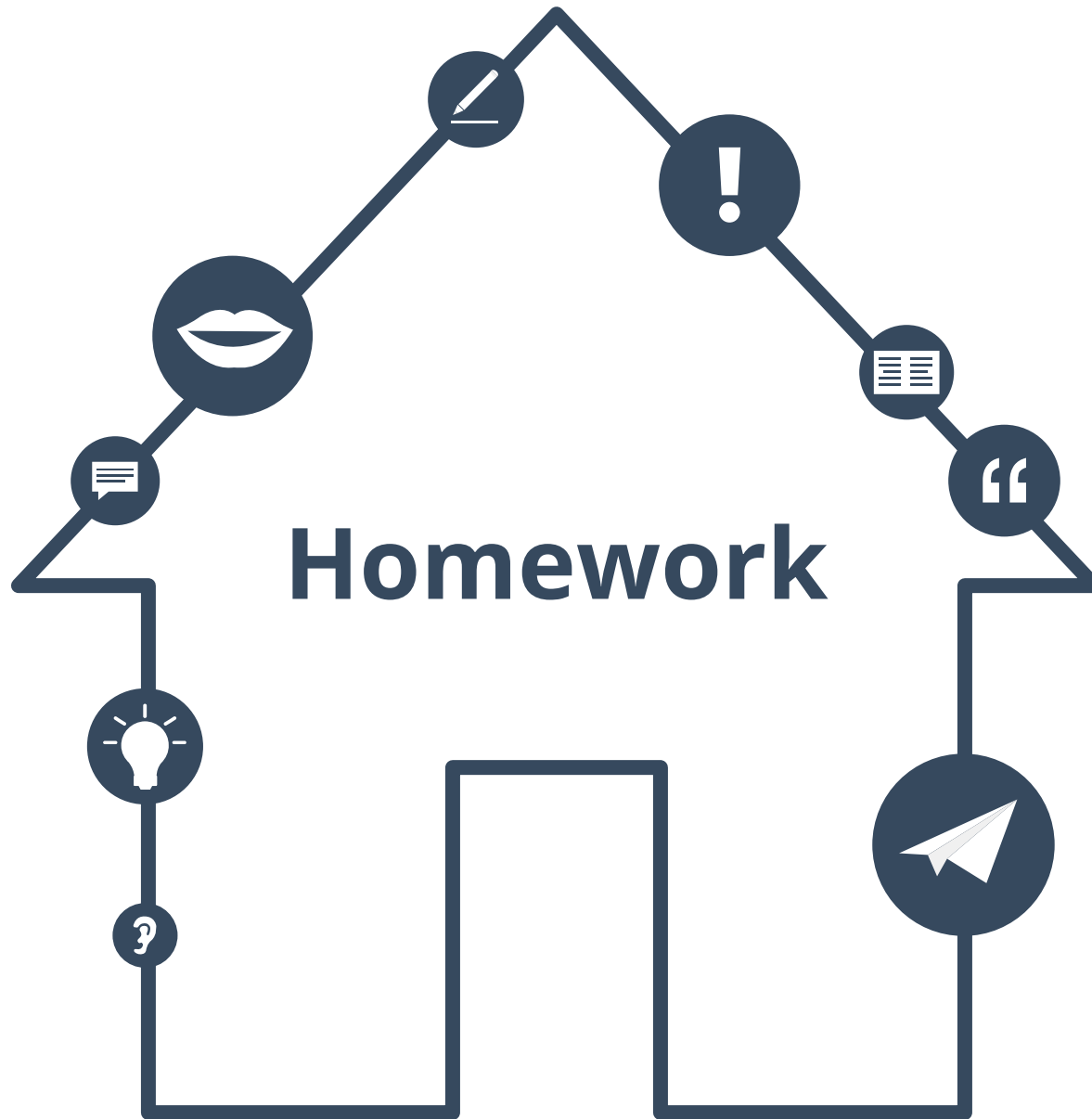
Transcription

p. 14

A **transformational leader** focuses on changing people and themselves. They want to educate and instruct the people on their teams, encouraging them to **push the boundaries** and be proactive in their work. Their philosophy is that there are no limits, and people on these teams often do more than what they thought was possible. They also tend to be loyal to their leaders because they feel **empowered** by them.

Transactional leaders focus on what was agreed upon and implementing those agreements. Their main focus in management is coordinating and organizing, and when an outcome follows what was agreed upon, they give rewards. While this style of **task-orientated** leadership may sound quite traditional, it has been proven that **clarification** of expectations and rewards is useful for team members.

Democratic leaders focus on equality and having a **flat hierarchy** within teams, and want to ensure that everyone has their voice heard. They are people-focused and are known to **delegate authority** to others, while still accepting final responsibility for a project. This is one of the most popular leadership styles today.





Fill in the gaps with the words on the right

1. A laissez-faire leader is very hands _____, and they try to give employees as much autonomy as possible.
2. Transactional leaders are task and outcome _____, focusing on achieving goals.
3. Certain leadership styles, such as the transformational style, makes employees feel _____.
4. Transformational leaders also try to push the _____ of what their employees thought was possible.
5. Democratic leaders try to have as _____ a hierarchy as possible in their teams.
6. Leaders are expected to be an _____ in their field.

flat

authority

off

boundaries

empowered

orientated



Writing

Write a paragraph about the leadership style of your current manager, and one about the leadership style that you would like to have. Say why they are appropriate in your field.

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Homework answer key

Exercise p. 26

1. off, 2. orientated, 3. empowered, 4. boundaries, 5. flat, 6. authority



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