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PROJECT 400 A1

Leadership Styles Analysis

**ASSIGNMENT:**

The leadership styles of a project manager will often change during a project life cycle. There is a dominant style that is rather comfortable. Other styles might be necessary depending on experience level of team members, commitment of customer, etc. Consider the types of leadership style depicted in this diagram below *(omitted)* and use your responses to the questions to get insight into where you are and where you want to enhance your capabilities.

**ANSWERS:**

* **What leadership style do you currently use on your projects?**

Currently, on the intra-office project I am running, and several other projects, I mostly used Capable leadership style. I mostly work with subject matter experts who require little directions.

* **What leadership style would you like your project manager to use on you?**

Depending on the project, I would prefer my project manager to treat me like a professional, like an expert in my field. Therefore, I would prefer my manager to use either Capable or Competent style. However, ability to answer questions, and provide guided directions from time to time is also desired.

* **What leadership style do you wish to develop in the future?**

As mentioned in the assignment, the leadership style tends to change over time. I would like, eventually, to develop Competent leadership style to be able to completely trust my team to work the tasks the team is assigned to do. Currently, I have difficult time letting go of my controlling nature and tend to revert to Contributor leadership style from time to time.

* **Where would you use each style?**

Because I work mostly with the subject matter experts, I tend to only use Capable leadership style. However, if I am to run a less experienced team, I would tend to use Novice or Contributor leadership style to guide the team forward. Eventually I would change my leadership style to Capable or even Competent as the team matures.

On the opposite side, however, if I am to run a team of subject matter experts (as I do now), I would be using Capable or Competent leadership style being always ready to switch to Contributor or Novice leadership style if needed.

As I see, the application of different leadership styles, the least experienced team would require Novice leadership style, somewhat experienced team would require Contributor leadership style, experienced team would require Capable leadership style, and finally, highly skilled team would require Competent leadership style. Keeping in mind that the team dynamics can be rather fluid, I always should be ready to change my leadership style to align myself with the team dynamics.