

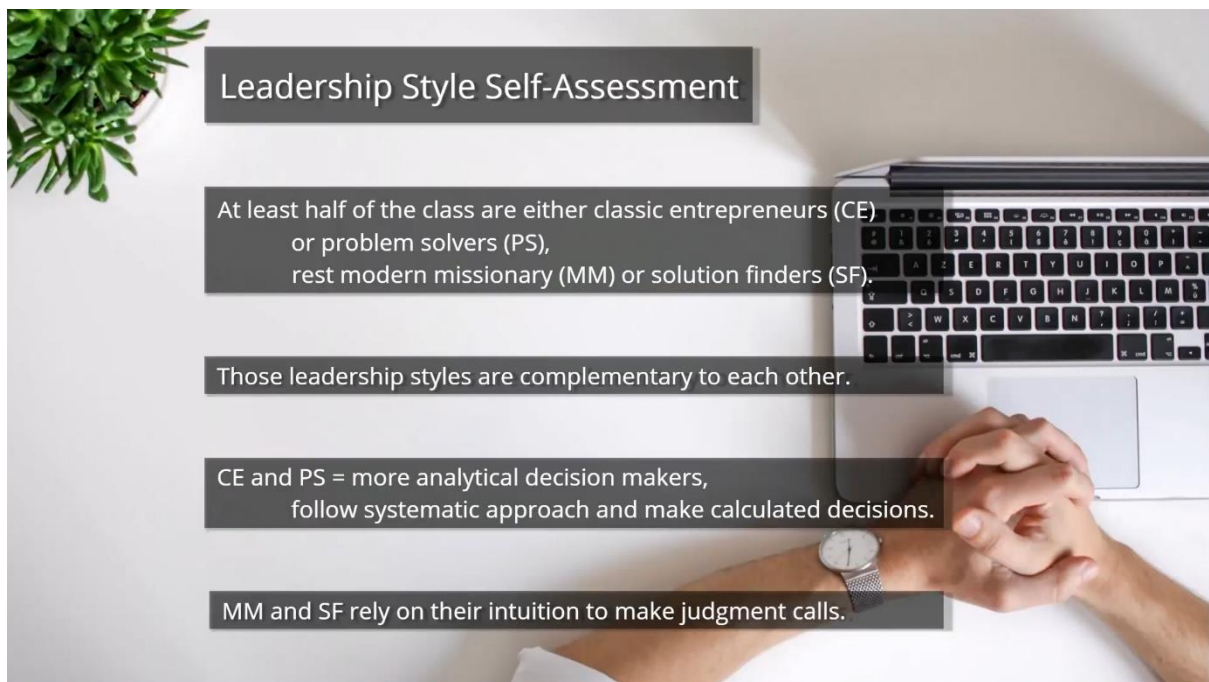
M1L16. Leadership Styles and Decision Processes

Slide #1



In this topic, we will describe the relationship between leadership styles and primary decision-making processes.

Slide #2



You did a self-assessment about your leadership style in this module.

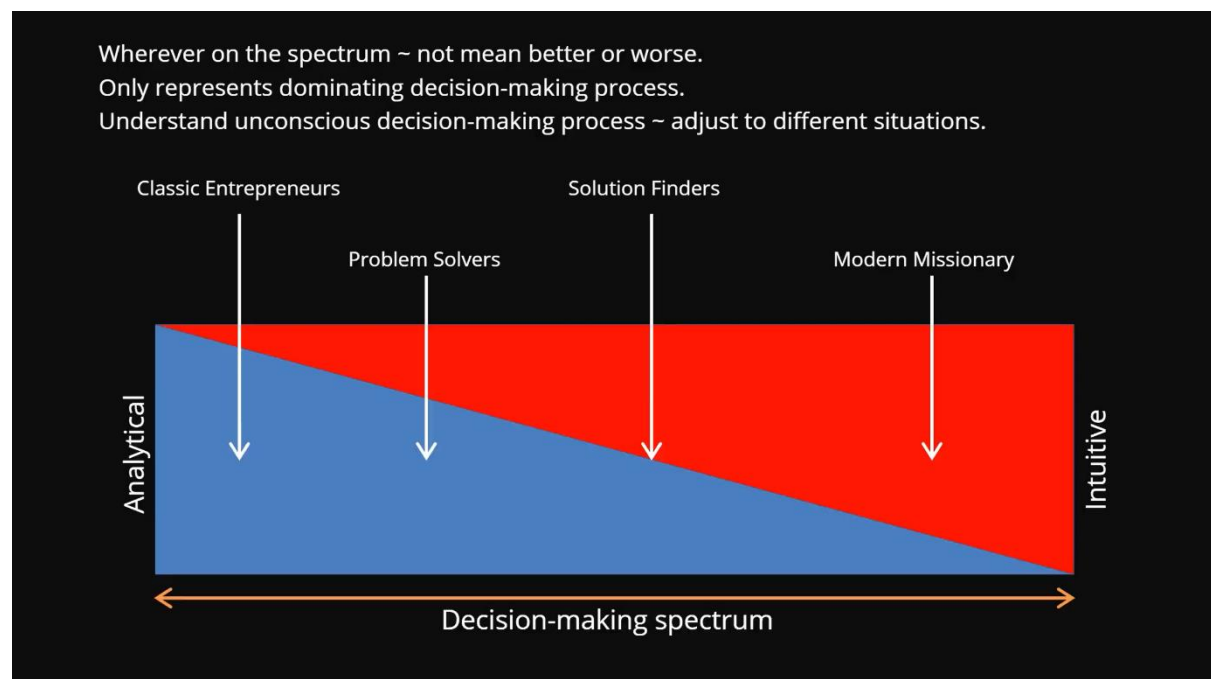
I hope that at least the half of the class are either classic entrepreneurs or problem solvers and the rest of you are modern missionary or solution finders.

The reason that I hope the distribution is even because those type of leadership styles are complementary to each other.

Classic entrepreneurs and the problem solvers are more analytical decision makers.

They follow a systematic approach to make calculated decisions, but modern missionary and solution finders rely on their intuition to make judgment calls.

Slide #3



I want to use a graph to illustrate the relationship between leadership style and primary decision-making processes. The two-colored bar, blue and red, represents the spectrum of decision-making processes.

The two on the very left side is the analytical process, which means a person depends on data and analysis to make a calculated choice. The very right side is the intuitive process, which means a person depends on his intuition emotion to make a judgment call.

In the real world, a normal person like you and me uses a mixture of both processes to make a decision. Classic entrepreneurs reside at the left side of the spectrum, at the end of the analytical process. They rely on hard data, business processes, and financial information to make their decisions. The modern missionary type of leaders resides at the right side of the spectrum, towards the end of intuitive process.

Thus, modern missionary type of leaders strongly believe their product will make a difference, and they want to change the world. So, when they make decisions, they give what they believe a higher priority over the hard financial data.

However, others may perceive the modern missionary type of leaders as emotional because it is very difficult for others to understand the value of their belief and decisions. Problem solvers and solution finders are in the middle.

Problem solvers rely on their expertise and experience to make decisions. They tend to actively use analytical processes to link the past with the current situation and the future to make their choices. Solution finders are more at the intuitive side. They use their emotional intelligence to seek right advice and make judgments based on the advice they got from others.

One thing I want to emphasize wherever you are on the decision-making spectrum left or right or in the middle that does not mean you are better or worse. Where you are only represents your dominating decision making process. You need to understand your unconscious decision-making process and adjust your decision making to the different situations.

In a situation that requires more analysis, even though you are an intuitive decision maker, you'll still need to force yourself to do the right analysis to make a calculated call. On the other hand, even though you are an analytical decision maker, in a situation under pressure with very limited information, you will still have to make a judgment call and you need to adjust your decision-making process to the specific situation.