

Leadership Tells

Style, Character, and Personality Matters to be Successful



Team **ILASFAA**: May the Regs be Ever in Your Favor

Objectives

- 1 Review the Types of Leadership Styles
- 2 Identify Strategies to be Effective
- 3 The Leader vs. Manager Epidemic
- 4 How Personality Affects Leadership

Team **ILASFAA**: May the Regs be Ever in Your Favor



The Types of Leadership Styles

Your Thoughts...



Are Leaders Made or Born?

Team ILASFAA: May the Regs be Ever in Your Favor

The Types of Leadership Styles

Transactional	Transformational
Servant	Charismatic
Contingency	Strategic

Team ILASFAA: May the Regs be Ever in Your Favor

Leadership Styles

- Transactional
 - Exchange between leader and follower
 - Expectations are clearly defined
 - Aims to enhance performance by giving incentives
- Transformational
 - Listens to their followers needs and desires
 - Provides opportunity for growth
 - Develops a shared vision

Team ILASFAA: May the Regs be Ever in Your Favor

Leadership Styles

- Servant
 - Focuses on the needs of others
 - Understands the struggles of his/her members
- Charismatic
 - Persuades based on emotion
 - Confident in nature
 - Has a strong ability to inspire

Team **ILASFAA**: May the Regs be Ever in Your Favor

Leadership Styles

- Contingency
 - Task oriented
 - Leads through position power
- Strategic
 - Adopts the attitude of executive leadership
 - Uses position power to influence subordinates

Team **ILASFAA**: May the Regs be Ever in Your Favor

Which leadership style is the most effective?

Transactional

Transformational

Servant

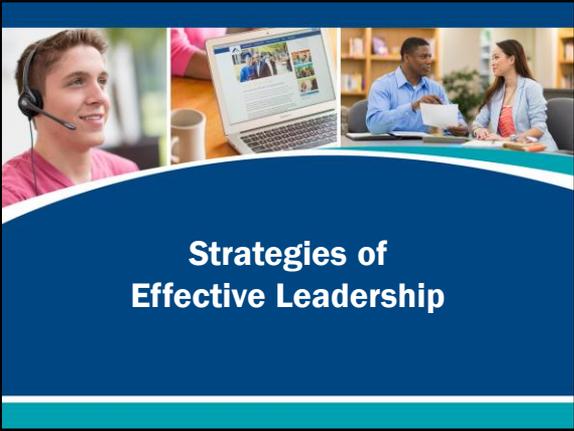
Charismatic

Contingency

Strategic

ALL OF THEM

Team **ILASFAA**: May the Regs be Ever in Your Favor



“Effective leaders are people who will take you to a place that you would not have gone on your own...”



Position

- Demonstrated ability to lead
- Authority is given, but is it trusted
- Potential to grow as a leader
- Provides a platform to define leadership style

Level 1

Team **ILASFAA**: May the Regs be Ever in Your Favor

Permission

- When given, leadership becomes more enjoyable
- Creates a culture of increased energy
- Allows opportunity for communication
- Focuses on the value of people
- Starts the beginning of trust

Level 2

Team **ILASFAA**: May the Regs be Ever in Your Favor

Production

- Gives credibility to the leader
- Models and sets the standard for others
- Connects people with the vision of the organization
- Solves a multitude of problems
- Creates momentum
- Becomes the foundation for team building

Level 3

Team **ILASFAA**: May the Regs be Ever in Your Favor

People Development

- Sets a leader apart from others
- Assures growth can be accomplished
- Empowers others to fulfill their leadership abilities
- Allows leaders to lead better
- Creates great personal fulfillment

Level 4

Team **ILASFAA**: May the Regs be Ever in Your Favor

Pinnacle

- Creates a top-tier team or organization
- Forms a legacy
- Provides opportunities for additional platforms of leading

Level 5

Team **ILASFAA**: May the Regs be Ever in Your Favor



The Manager vs. Leader Epidemic

“If you’re leading but no one is following,
then you are only taking a walk.”

John Maxwell

Leadership Reflection



What are some characteristics of a
previous supervisor that made them
great to work for and with?

Team ILASFAA: May the Regs be Ever in Your Favor

The Manager

- Makes best use of people
- Allocates resources prudently
- Presides over the processes of an organization
- Emphasizes position within the organization
- Focuses on accomplishing a job
versus building people

Team ILASFAA: May the Regs be Ever in Your Favor

The Leader

- Thinks long-term
- Has the team's best interest at heart
- Reaches and influences beyond designated areas
- Emphasizes on the vision and values of the organization
- Can deal with multiple issues simultaneously
- Is always open for improving a process

Team **ILASFAA**: May the Regs be Ever in Your Favor

12 Things Effective Leaders Do...

Smile	Sell	Reflect	Mingle
Ask Questions	Give Feedback	Read	Inspire
Focus	Recognize Indecision	Embrace Diversity	Listen

Source: [success.com/article/12-things-all-effective-leaders-do](https://www.success.com/article/12-things-all-effective-leaders-do) Team **ILASFAA**: May the Regs be Ever in Your Favor



How Personality Affects Leadership

What is Personality?



Team **ILASFAA**: May the Regs be Ever in Your Favor

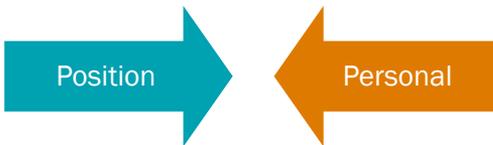
What is Personality?



The collection of emotional and behavioral traits that characterize a person...

Team **ILASFAA**: May the Regs be Ever in Your Favor

The 90/10 Rule of Leadership



Source: everson-consulting.com/

Team **ILASFAA**: May the Regs be Ever in Your Favor

The 90/10 Rule

Position Power

- Accepted based on position
- Leads by intimidation
- Used to make difficult decisions
- Followed involuntarily

Personal Power

- Personal relationship
- Given when trusted
- Shown and demonstrated abilities
- Admiration
- Willing to follow voluntarily

Team **ILASFAA**: May the Regs be Ever in Your Favor

Benefits of 90/10 Rule

- An all-inclusive work environment
- A positive rapport with student staff
- The development of a team culture



Team **ILASFAA**: May the Regs be Ever in Your Favor

The Big Five of Personality

- Extraversion
- Agreeableness
- Conscientiousness
- Stability
- Openness



Source: psychology.about.com/od/personalitydevelopment/a/bigfive.htm

Team **ILASFAA**: May the Regs be Ever in Your Favor

Extraversion

- Raises energy levels
 - Social
 - Exciting
 - Emotional expressiveness
- Inspires others



Agreeableness

- Focuses on how to communicate
- Promotes collaboration
- People pleaser



Conscientiousness

- Perfectionist nature
- Often perceived as workaholics
- Exude high levels of thoughtfulness
- Possess goal-directed behaviors



Stability

- Communicates professionalism
- Copes with stress well
- Minimizes uncertainty of direction



Team ILASFAA: May the Regs be Ever in Your Favor

Openness

- Shows intellectual curiosity
- Provides imagination and insight
- Sees the big picture



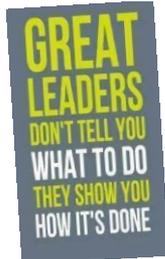
Team ILASFAA: May the Regs be Ever in Your Favor



Conclusion & Resources

Conclusion

- Everyone has a comfortable leadership style
- Without influence you cannot be effective
- Personality is a reflection of who you are
- To be a good leader you must be a good follower, first



Team **ILASFAA**: May the Regs be Ever in Your Favor

Resources

Collins, J. (2001). *Good to Great*. Harper Collins (1st ed). New York, NY: Harper Collins.

Jossey-Bass Publishers (2007). *The Jossey-Bass Reader on Educational Leadership* (2nd ed). San Francisco, CA: Jossey-Bass

Maxwell, J. C. (2013). *How Successful People Lead: Taking Your Influence to the Next Level*. Center Street Hachette Book Group: New York, NY.

Toegel, G., Barsoux, J.L. (2013). How personality plays a role in effective leadership. *The Jarata Post*.

Team **ILASFAA**: May the Regs be Ever in Your Favor

Thank You! Questions?

Bill Henderson

- Senior Marketing Consultant
- Great Lakes
- whenderson@glhec.org
- (877) 248-3961
- [LinkedIn](#)

Doug Hess

- Senior Marketing Consultant
- Great Lakes
- dhess@glhec.org
- (800) 308-0161
- [LinkedIn](#)



Team **ILASFAA**: May the Regs be Ever in Your Favor
