



Competencies that are addressed:

PRIMARY COMPETENCY CATEGORIES:

• Leadership—

Drives business results by aligning the vision, mission, and values to enhance business value. Is able to enlist the willing cooperation of others, while tapping into their highest skills and abilities, to achieve desired results.

• Adaptability—

Open-minded to new ideas. Demonstrates flexibility when faced with changes in work expectations and environment. Responds to situations while maintaining a positive attitude.

• External Awareness—

Sees things from multiple points of view. Is mindful of how actions impact others. Keeps up to date with issues that affect area of responsibility.

RELATED COMPETENCY CATEGORIES:

• Diversity—

Appreciates and leverages capabilities, insights, and ideas across a group of individuals diverse in culture, style, ability, and drive.

• Interpersonal Skills—

Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization.

Leadership Styles and Tendencies

SUMMARY

Accomplishing the most, with and through others, requires leaders to know their own styles and tendencies and to appreciate the styles and tendencies of others. The diversity of our working relationships and situations requires us to be more flexible in connecting with others.

CONTEXT

Each of us has our own unique style, or leadership style. When we interact with others who have a similar leadership style, communication is relatively easy. When we deal with others who have different leadership styles from ours, communication and cooperation can be challenging. The most important element of working across different leadership styles is our flexibility; our willingness and our ability to see things from the other person's point of view.

In this module you analyze four leadership styles, or styles of interacting with others. You examine the characteristics of each style and take an assessment to determine our own leadership style. You focus on working with others across leadership styles to sustain motivating, successful relationships, and better results in your career.

At the completion of this module, participants will be able to:

- Identify the characteristics of four Leadership styles
- Assess our own zone
- Work more effectively across zones
- Develop a greater understanding of other Leadership styles

“The ultimate measure of a man is not where he stands in moments of comfort, but where he stands at times of challenge and controversy.”
—Martin Luther King Jr.