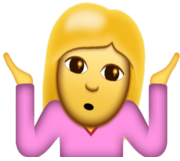


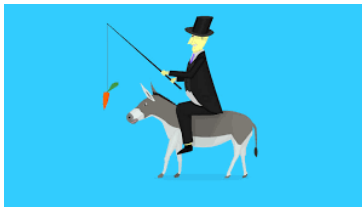
Some basic leadership styles:



Autocratic Leadership (unquestioning obedience based): Relies on control. Gives orders, expects prompt execution. Discipline can be swift and severe.



Laissez-Faire Leadership (freedom based): Opposite of autocratic. 'Hands-off, anything goes' approach. Little discipline or structure.



Transactional Leader (rewards based): Straightforward style focus on work, reward and processes that produce consistent results. Success rewarded, failure punished



Bureaucratic Leader (rules based): Operations only authorized according to policy and procedure. Rules enforced and disobedience punished. Strict chain of command.



Democratic Leader (participant based): Also known as Participative Leadership. Hard to reward or punish since who is responsible is difficult to identify.



Authentic (character based) and Transformational (character and personality based) Leader: (typically based on the personality or character of key individuals)

Knowing and Developing Your Leadership Style



Knowing Yourself – Becoming a better leader often starts with self-awareness

Clarity 4D personality type analysis: Introverted Preferences (energies hidden below surface)



Blue (water) – blue energy shown by people who are introspective and reserved. They like to observe others and think before taking action. They are happy in their own company, and can give an independent, detached analysis, which can sometimes give the impression of aloofness.



Green (earth) – green energy is observed in people who are warm and friendly in an understated way. They value close relationships and will be loyal and supportive of their family and friends. They like to create a harmonious atmosphere and prefer consensus to confrontation, which can sometimes make them appear indecisive and laid-back.

Extraverted Preferences (energies above the surface)



Red (Fire) – red energy is demonstrated by people who are highly energetic and action-orientated. They are positive, straight-talking and assertive. They tend to be goal-focussed and enjoy the challenge of achieving quick results. They are pragmatic thinkers who have an objective approach which can sometimes overlook the needs of people.



Yellow (Air) – yellow energy is displayed by people who are out-going, sociable and fun-loving. They particularly enjoy the company of other like-minded people and frequently stand out in a crowd, often enjoying being the centre of attention. They are persuasive, charming and can sometimes overwhelm people with their enthusiastic energy.

Can be a good leader from all energy preferences

Strongest and weakest teams are those where the team members exhibit the greatest diversity. Weakest when the diversity is not understood and appreciated, strongest where the diversity is both understood and appreciated.

The Situational Leader (adaptability and skills based)

The situational approach requires leaders to demonstrate a strong degree of flexibility and can adapt quickly and appropriately according to need in a fast changing situation, the needs of an organization or the needs of an individual.

How to develop and grow your leadership



- a. Don't be limited to thinking that you are leading out of who you are unless you acknowledge that who you are is constantly changing and being changed
- b. Let the Holy Spirit grow your character and remove and re-shape your core values and beliefs
- c. Work on increasing resilience, self-awareness and emotional intelligence
- d. Develop 'tool kits' that can be deployed in different situations. Be willing and able to deploy different parts of your personality when the situation requires it
- e. Embrace personality and skills diversity

Questions

- What steps are you willing to take to become a better leader?
- Think about what Jesus was like. How would you rank his energy preferences/colours from what you read in the Bible?
- When we preach, teach and share Jesus do we present him as he was in the Bible or according to our own energy preferences – according to our own image?