

Leadership Finesse: States of Style

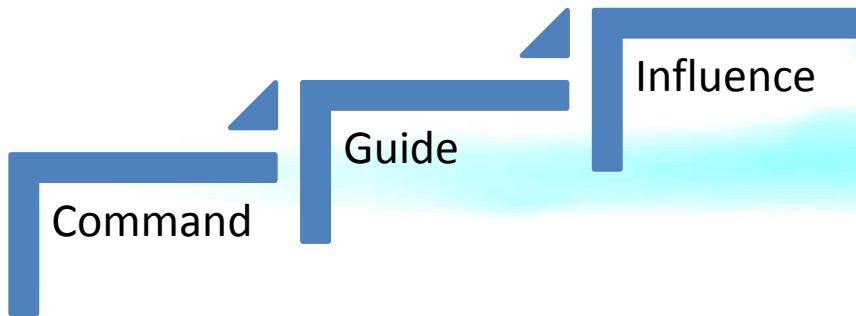
Psych Press News



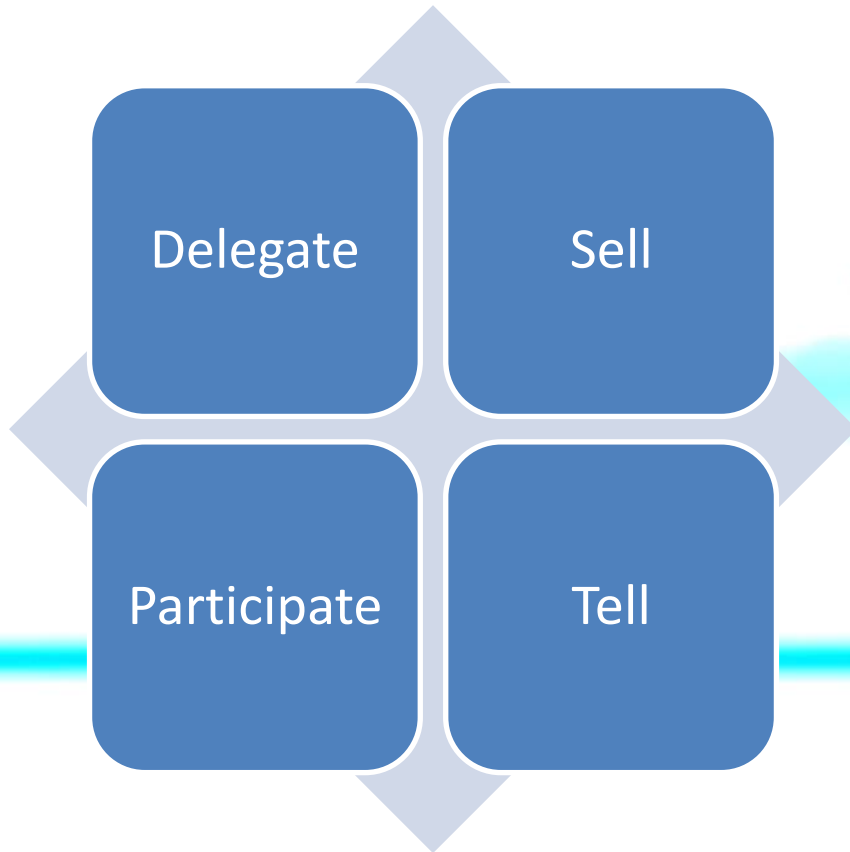
What is Leadership?

“Communication is something so simple and difficult that we can never put it in simple words”

T.S. Matthews



Leadership Styles



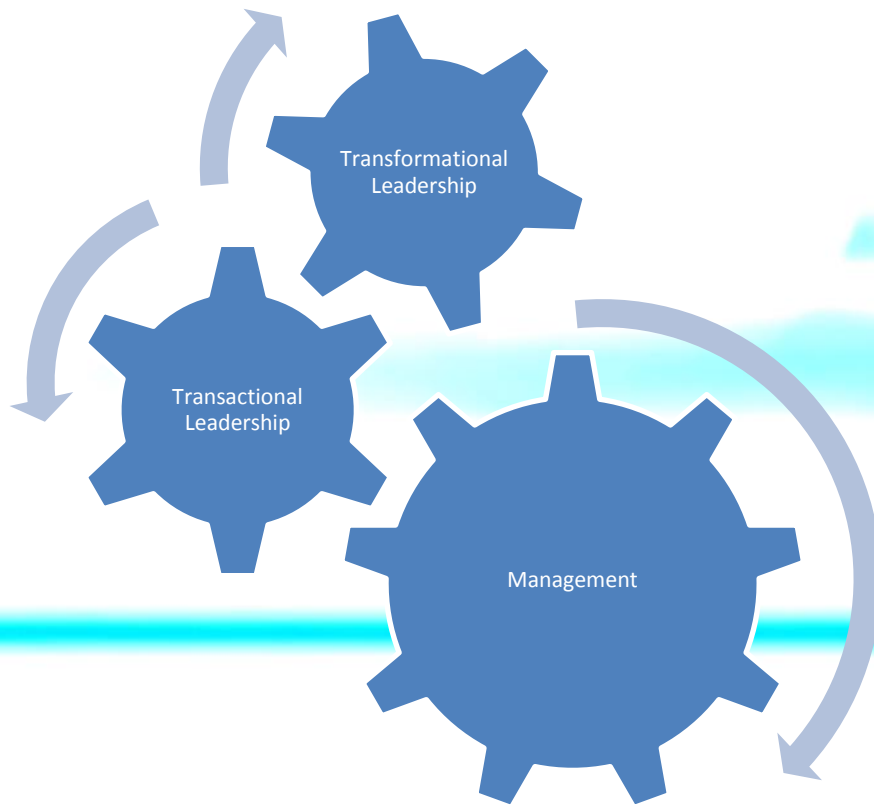
- Depends on...
 - Who takes responsibility
 - Nature of the relationship with the employee
 - Employee's willingness and ability
 - Focus on the task

Leadership versus Management



- Management and leadership are complementary approaches
- Managers maintain the business while leaders navigate the environment

Transactional Leader or Manager?



- Management focuses on ensuring current policies and procedures are followed
- Transactional leadership focuses on improving performance within the current paradigm
- Transformational leadership seeks to improve performance through questioning current paradigm

Transaction versus Transformation

“I think leadership is creating a state of mind in others”

- Barbara Mikulski

- Transactional Leadership
 - Focuses on rewarding performance once it happens
- Transformational Leadership
 - Focuses on inspiring performance into new directions

Further Reading

- Avolio, B.J., Walumbwa, F.O., & Weber, T.J.(2009) “Leadership: Current theories, research, and future directions” in *Annual Review of Psychology*, 60, 421-449.