Bureaucratic Leader

"The rules say…"

Autocratic Leader

"Do it Now"

Democratic/Participative Leader

"Lets do this together"

Charismatic Leader

"Come with me!"

Character – Autocratic

"Do this, now"

Pros

Good for leading routine or unskilled jobs
Good for controlling a situation eg in an emergency where rapid action is required
Fast

Cons

Few opportunities for team members to make suggestions
If over-used; results in resentment
Low levels of team creativity can result in poorer quality

Character – Bureaucratic

"Well, what does the book say?"

"What were the instructions on that?"

"Computer says no"

Pros

Good for following guidelines in dangerous situations
Structured
Ensures quality

Cons

Inflexible
Stifles imagination
Can be Slow, causes frustration in those who want to go faster

Character – Charismatic

"Come with me, I've got a great idea"

Pros

Injection of enthusiasm and eagerness

Cons

Leader can become centre of activity leaving the team entirely reliant upon them, and therefore lost without them.
Requires great deal of leader commitment,
Personality led, and can lead to personality clashes with team members

Character – Democratic / Participative

"Let's do this together"

"What does everyone else think about that?"

"I'll decide, but not until you have all put your ideas on the table"

Pros

Team members feel involved in decision making and are therefore very satisfied
Skills of team members are increased
Can have a better end result, better quality, good when this is the priority
Team members feel in control and motivated

Cons

Can take time to achieve things

Character – Laissez-Faire

"On you go; I'll be here if you need me"

"I trust you to do it"

"You go ahead, and I'll just keep an eye out"

Pros

Works well with highly skilled and self motivated team members
Leads to good levels of delegation

Cons

Can lead to insufficient leader control

Character – People Oriented

"How are you doing?"

"would that be ok for you?"

Pros

Team members are the focus and are therefore well looked after
Leads to good teamwork
Leads to creative collaboration
Can motivate and interest team members in the task

Cons

Can lead to total lack of focus on achieving the goal

Character – Servant

"How can I help you?"

"What do you need for this job?"

Pros

Whole team is involved in making decisions
Leadership based upon strength of values

Cons

Leader isn't formally recognised other than by meeting the team's needs
In conflict/competition servant leader can be left behind by other leaders
Can be slower as values and needs are prioritised

Character – Task orientated
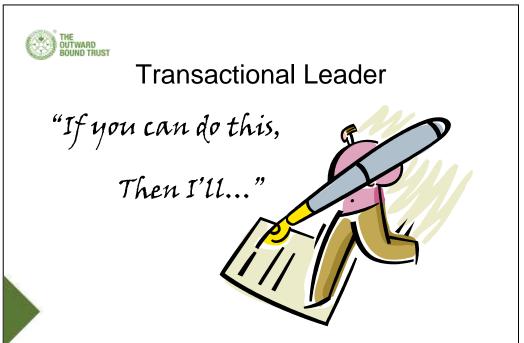
"We must get this job done"

Pros

Work to be done is clearly defined
Clear structure to the work involved

Cons

Similar to autocratic: Reduced motivation and satisfaction of team members
Team members can lack commitment to task
Requires a lot of effective monitoring by the leader

Transformational Leader

"I have a dream!"

Transactional Leader

"If you can do this,

Then I'll..."

Character – Transactional

"If you can do this, then I will…"

"If you don't do your job, then your 'punishment' will be…."

"your contract states that you will.."

Pros

Good with short term tasks

Cons

Team members have little ability to improve their 'job satisfaction'
Everything good that comes from the leader comes at a 'price'

Character – Transformational

"I have a dream"

"let me tell you about my vision for this situation.."

Pros

Highly visible, inspiring leader
Delegate rather than lead from the front
Infectious enthusiasm
Leader focussed on the big picture

Cons

Need support by people with an eye for the 'detail'