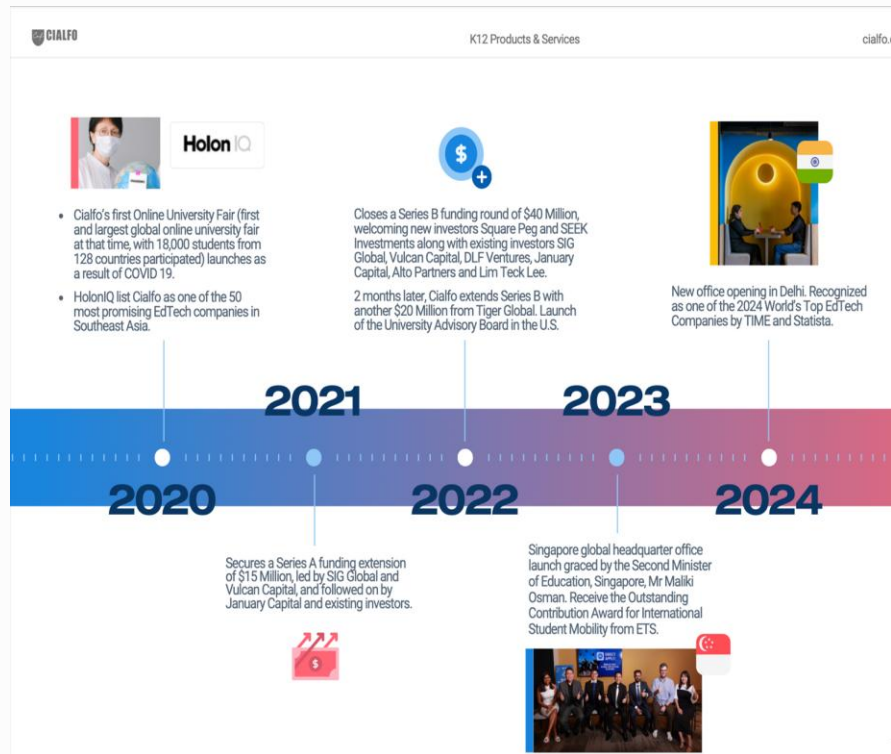


# Exploring Leadership Styles

Adapting to Evolving Organizational Needs



# My journey with my organisation..



Giving a clear Vision

Influence - Inspire and motivate towards the Vision

Goal Setting

Decision Making - timely and informed decisions

Think about a leader you admire and why???

Accountable - responsible for their actions

Effective Communication

Problem Solving

Empower - Growth & Development of Team members

Integrity - Trust and Respect in team

# Leadership Styles

## 1. Autocratic Leadership

- Centralized decision-making, clear direction, control-oriented
- Used when employees need clear guidance
- Used in situations requiring quick decisions
- Efficient but can stifle creativity and morale

## 2. Democratic Leadership

- Shared decision-making
- Encourages participation
- Values feedback
- Best used in environments requiring collaboration and innovation
- Builds trust and creativity
- Slows down decision-making

# Leadership Styles

## 3. Transformational Leadership

- Inspires and motivates
- Encourages personal development
- Best used in organizations undergoing change or innovation
- High morale and innovation
- Faces challenges with practical execution

## 4. Laissez-Faire Leadership

- Hands-off approach
- Empowers employees to make decisions
- Best used when team members are highly skilled and self-motivated
- Strong employee relationships
- Less focus on organizational goals

# Leadership Styles

## 5. Servant Leadership

- Focuses on empowering and developing others
- Prioritizes the well-being of employees
- Best used in organizations focused on employee satisfaction and community
- Strong employee relationships
- Less focus on organizational goals

## 6. Situational Leadership

- Adapts style based on the situation and the team's needs
- Best used in dynamic environments that require flexibility
- Highly flexible
- Can be inconsistent if not executed well

# Evolving Organisational Needs



Technology  
Advancements

Market  
Shifts

Globalisation

Organisation  
stage

# Adapting Leadership Styles to Organizational Needs

Group A

How a transformational leader guided a company through a major technological shift.

Group B

How a democratic leader improved employee engagement during a period of growth.

5 + 5

Minutes

# Developing your leadership Style



## Self Assessment

Leadership Formal Assessments like Leadership Circle Profile (360 degree assessment), MBTI, Emotional Intelligence



## Reflect on your leadership

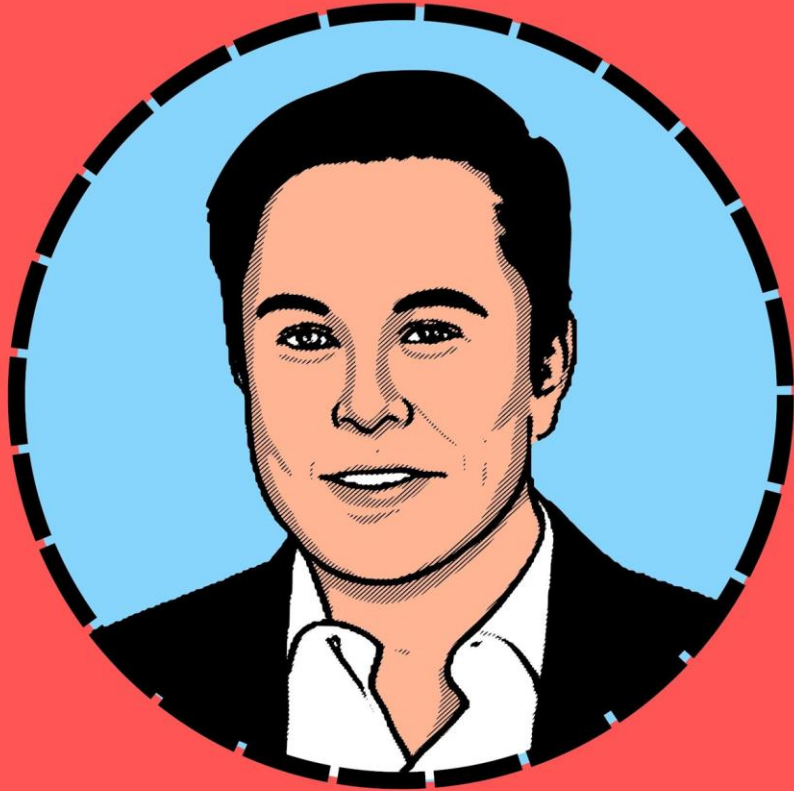
Create your timeline of journey with your organisation or different organisations that you've worked with and reflect what leadership styles you embodied in your entire journey



## Use Tools and Self Assessment

Use Self Assessment Leadership Tools in combination with your organisational needs

# Quiz Time



## Elon Musk

- Vision for SpaceX to colonize Mars
- Sets incredibly ambitious goals
- Inspires his teams
- Fosters a culture of innovation

# Transformational Leadership



## Nelson Mandela

- Collaborative, inclusive, and focused on consensus-building
- Led South Africa's transition to democracy
- Emphasis on forgiveness and collaboration

# Democratic Leadership



## Indra Nooyi

- Balanced innovation with cost-efficiency
- Focus on sustainability and social responsibility
- Adapting to the changing consumer landscape

# Situational Leadership

Thank you!