Leadership Styles

ADVANCEing Faculty Program
College of Engineering & Science
Louisiana Tech University

October 2009
Definition of Leader

- A Leader is someone in authority who motivates others towards accomplishing a common goal.

- Respected leaders concentrate on what they are (such as beliefs and character), what they know (such as job, tasks, and human nature), and what they do (such as implementing, motivating, and providing direction).
Managers manage tasks. Leaders lead people.
Managers have subordinates. Leaders have followers.
Managers are people who do things right. Leaders are people who do the right* thing. *includes setting vision, direction, goals, plans

Warren Bennis
Leadership style is the manner and approach of providing direction, implementing plans, and motivating people.

Leaders vary their styles. A Leader is not strictly one style. Most Leaders use multiple styles; one style, however, is their dominate one.
Leadership Styles*

- Authoritarian
- Democratic
- Laissez Fair

* Kurt Lewin, et al, 1939
• Leader tells others what he/she wants done and how to do it (without getting advice from others).

• Works well if there is not much time to accomplish goals (crises, emergency or when a decision needs to be made quickly).

• Does not work well with teams.
Democratic

• Leader involves others in the decision making process.
• Leader maintains the final decision making authority.
• Leader encourages participation, delegates tasks, values group discussion.
• If everything is left up to group discussion and decision, the Leader may not really lead and decisions can take a long time to reach.
**Laissez Fair**

- Leader allows others to make the decisions.
- Leader is still responsible for the decisions.
- Others analyze the situation and determine what needs to be done and how to do it.
- Leader sets priorities and delegates.
- Leader has little control. Others have little direction or motivation. Others must be motivated and capable.
Gender & Leadership Style

- **Gender Schema**
  - Boys are taught to win.
  - Girls are taught to take turns and play nice.

- **Authoritarian Style** aligns with traditional male behavior.

- **Democratic Style** aligns with traditional female behavior.
Leadership Style Assessment

Online Quiz:

http://psychology.about.com/library/quiz/bl-leadershipquiz.htm
Future Reading

- The Department Chair as Academic Leader
  (Irene W.D. Hecht, et al)
- Political Savvy: Systemic Approaches to Leadership Behind the Sciences
  (Joel R. DeLuca)
- Mentoring Women into School Leadership
  (Mary E. Gardiner, Ernestine Enomoto)
- Becoming Leaders Workshops
  (Mary Williams, Carolyn J. Emerson)
- Leadership Without Easy Answers
  (Ronald A. Heifetz)
- Influencing People
  (Roy Johnson, John Eaton)
- Leading Academic Change: Essential Roles for Department Chairs
  (Ann F. Lucas)
- Strengthening Departmental Leadership: A Team-Building Guide for Chairs in Colleges and Universities
  (Ann F. Lucas)
Questions?
Upcoming Events

- **December Faculty Lunch at the Ropp**
  - Tuesday, Dec. 15 – Art of Networking

- **Mentoring Program (brochure)**

- **Grant Writing Activities**
  - External Review Program (RFP)
  - Federal Workshop

- **COES Teaching Workshop – Monday, Nov. 30**
  - Burks Oakley