



FEED THE FUTURE

The U.S. Government's Global Hunger & Food Security Initiative

Leading For Results:



Leadership Styles to Foster Collaboration and Get Results

Policy LINK strengthens the leadership capacity of public, private, and civil society actors— and fosters collective action among them to transform policy system.



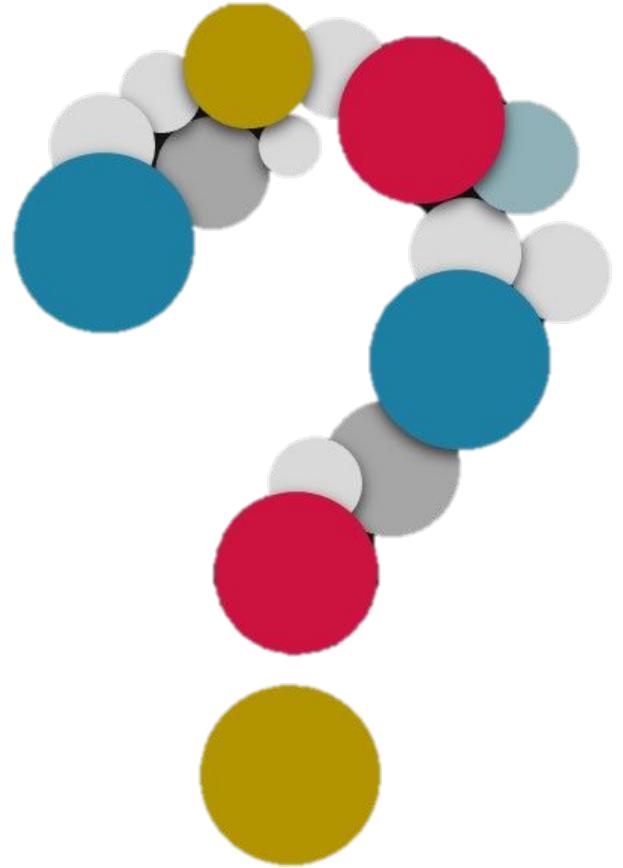
USAID
FROM THE AMERICAN PEOPLE



We're happy to see you... again!

Using your **chat box**, please type your response to the following question:

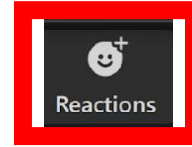
*Given the current COVID situation in Bangladesh and the lockdown impacting your respective organizations, what **one word** best reflects effective leadership in this context?*



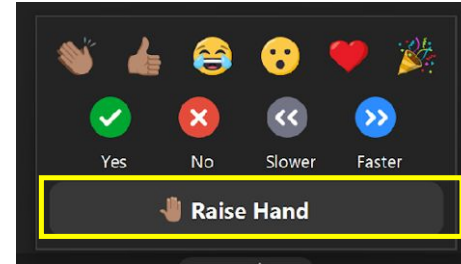
How to Raise Your Hand

TRY IT YOURSELF!

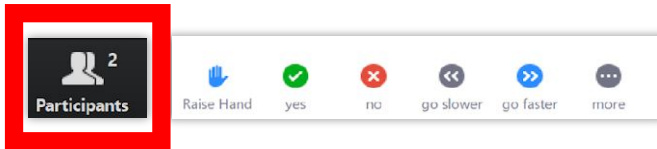
1. Click on the **Reactions tab** to enable the reactions.



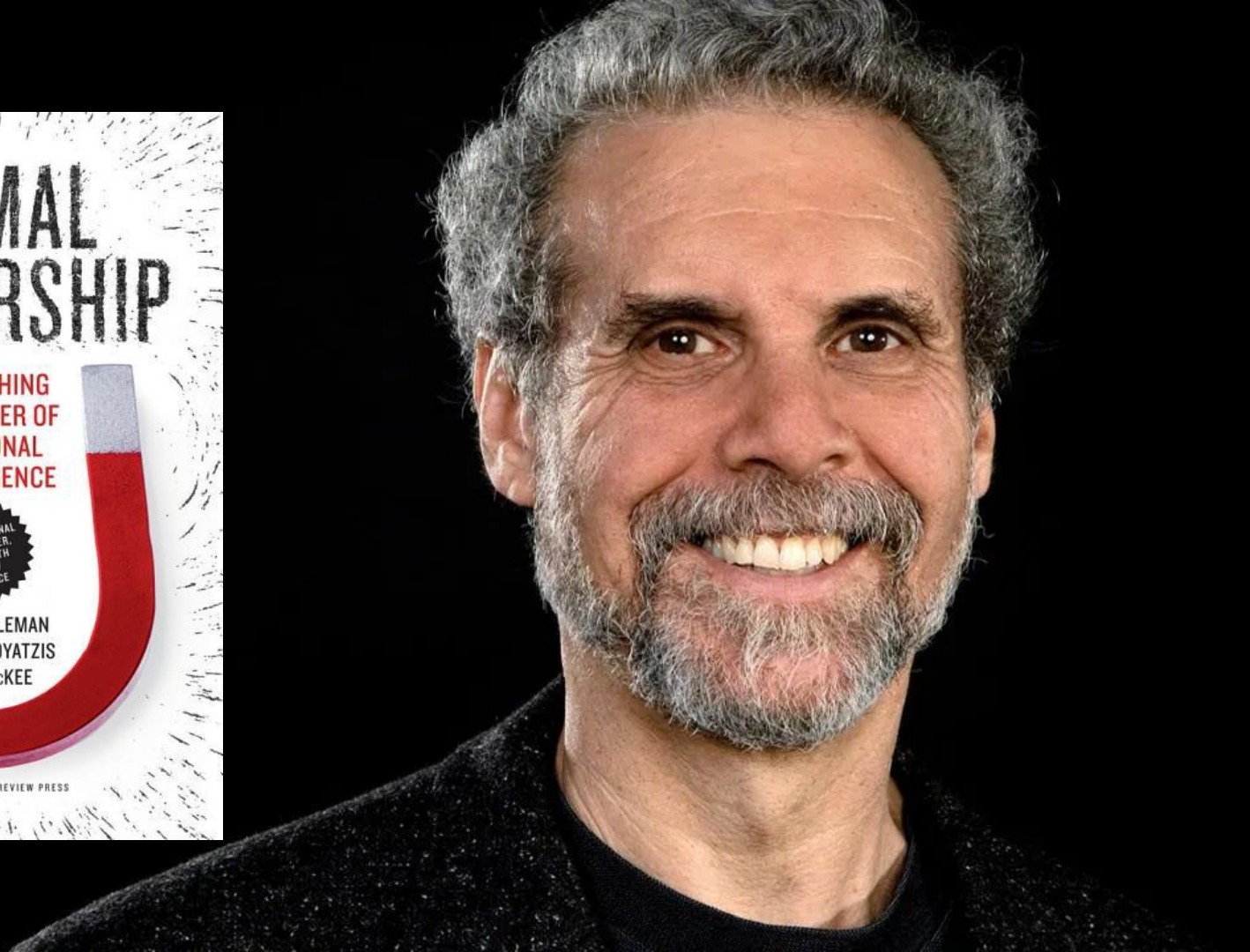
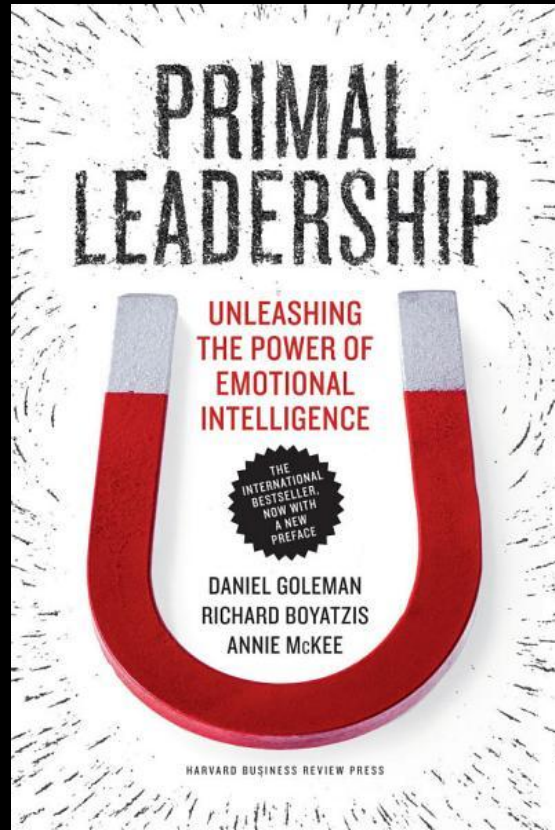
2. You will see the functions for **raising your hand, stating yes/no, etc.**



3. Reactions will only stay active for **10 seconds** and they will disappear.



If you have an **older version of Zoom**, the functions will be at the bottom of the **Participants panel**.



The Six Leadership Styles

COMMANDING



“Do what I tell you”

VISIONARY



“Come with me”

AFFILIATIVE



“People come first”

DEMOCRATIC



“What do you think”

PACESETTING



“Do as I do now”

COACHING



“Try this”

- Demands complete compliance
- Assets: drive to achieve, initiative
- Impact often negative
- Works best in crisis or with problem employees



Decision-making approach: Top-down



VISIONARY

- Mobilizes people toward a vision
- Assets: self-confidence, empathy
- Impact very positive
- Works best when change requires a new vision or in radical change

Decision-making approach: Decisive, then Delegation

- Creates harmony and builds emotional bonds
- Assets: empathy, building relationships, communication
- Impact positive
- Works best to heal rifts or motivate people in stress



AFFILIATIVE

Decision-making approach: Consultative



DEMOCRATIC

- Forges consensus through participation
- Assets: collaboration, communication
- Impact positive
- Works best to build buy-in or consensus

Decision-making approach: Consensus

- Sets high standards
- Assets: conscientiousness, initiative, drive to achieve
- Impact negative
- Works best to get quick results from a highly motivated and competent team



Decision-making approach: Top-down



COACHING

- Develops people for the future
- Assets: developing others, empathy, self-awareness
- Impact positive
- Works best to help an employee improve performance or develop long-term strengths

Decision-making approach: Delegating



What is Your Primary Style of Leadership?

Leadership Styles Inventory

What style do you use when you face a challenge? Is it the same as your default style?

What style do you need to use more when you face a challenge? Why?



4

BREAKOUT ROOMS

Leadership Style Discussion

- Each breakout room will be assigned **one leadership style**.
- **Review** the description of the leadership style with your group.
- Identify
 1. **When is it appropriate to use this style?**
 2. **When would it be inappropriate to use this style?**
 3. **How does this style foster collaboration and results?**
- Identify someone to **report out AFTER you return** to plenary.

You have 20 minutes

Report Outs

Group 1: Coaching

Group 2: Visionary

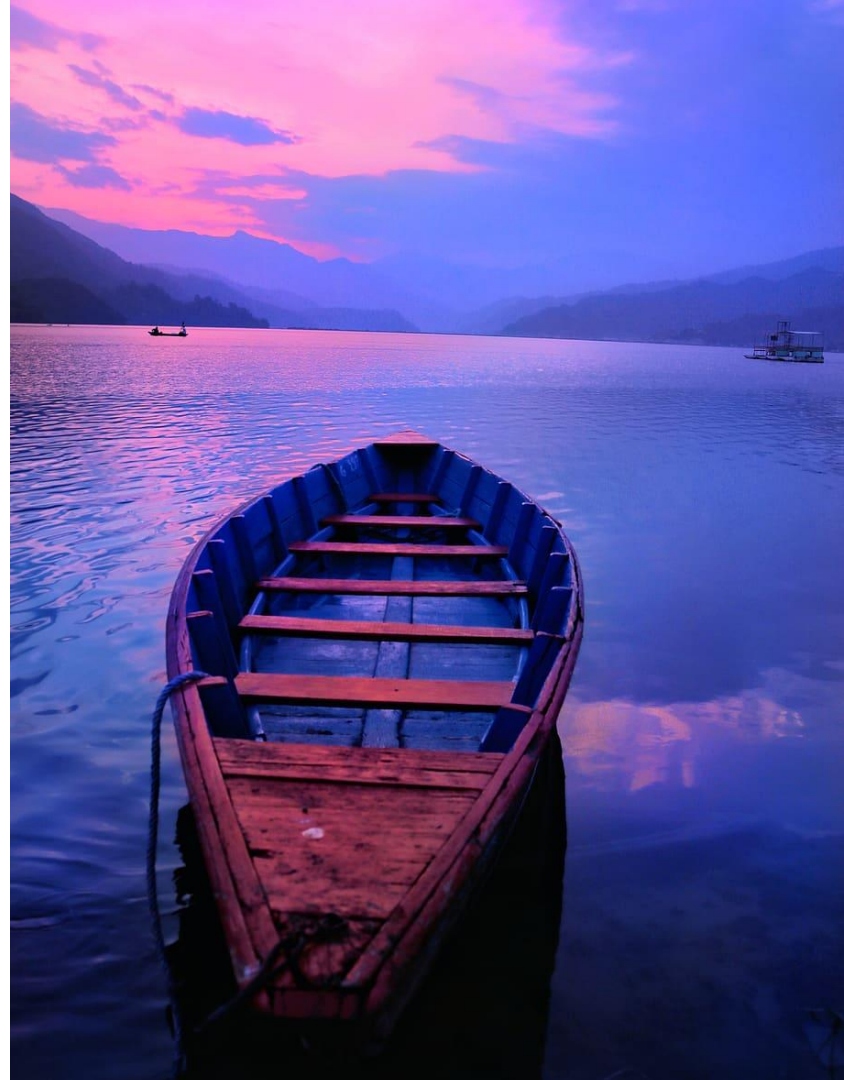
Group 3: Affiliative

Group 4: Democratic

While listening, **if you have a question or comment** about the trap or the group's strategy, **use the Chat Box** to share your thoughts.



Given your default
leadership style,
what's one thing you
will do to **stretch** into
other leadership styles
that the moment may
call for?



- Look for **reference pieces and video links** coming soon
- **Give us your feedback** in the session evaluation
- See you at the **next webinar**:

Collaboration: A Key Ingredient to Leading for Results





THANK YOU