

10 Leadership Styles

(Hybels 2002, 139-59)

Visionary Leader

Has a crystal clear picture of the vision, is enthusiastic about the vision, casts the vision continually, is future oriented and believes the vision will occur if you discuss it enough. Not easily discouraged by set-backs, defections, etc. Gifts of faith, evangelism, prophecy.

Directional Leader

Has the innate ability to choose the right path at critical moments. These moments can paralyze an organization, but these figures can do the right thing at the right time. This type of leader may or may not be a public figure. Sorts through the complexity of mission, resources, personnel, timing, external forces, etc. to make the right decision. Gifts of discernment, word of wisdom.

Strategic Leader

Has the ability to breakdown the vision to a series of sequential, achievable steps. Followers respond when they see progress toward the vision by achieving these steps. Develops a game plan that all the players can understand and find their place in. Keeps the organization on cadence and aligned. Fights off fads and vision drift by highlighting the “fundamentals.” Gifts of teaching, discernment.

Managing Leader

Able to organize the people, process, systems, and resources to achieve the vision. Monitors the whole system and measures progress according to appropriate mile-markers. Manages and analyzes details, sees critical resource shortages, etc. The natural complement to (and sometimes adversary of) the visionary. Gifts of administration, helps.

Motivational/Inspirational Leader

Has the gift of inspiration and can transfer that to followers. Has the ability to know who needs training, encouragement, cheering on, refocusing and, when morale sinks, they think of new ways to inspire their followers. Sees lack of morale as a challenge to inspire rather than a defeat. Into “hanging”, training, helping people review and reflect. Gifts of exhortation, pastoring.

Shepherding Leader

Has the ability to build a team (usually slowly), and the leader cares so deeply for the team and builds a strong sense of community. The vision gets accomplished because the team wants to respond to the leader’s love. Gifts of pastoring, exhortation, mercy, healing.

Team Building Leader (Talent Scout)

Knows the vision and has a plan to achieve it, but understands that it takes a team of leaders to achieve it. Has the ability to put the right people in the right positions to achieve the right objective. This leader is driven by their insight into people. Values the precise placement of gifts/people for the achievement of the mission. Maximizes each

individuals greatest gifts and recruits others to fill the holes. Gifts of discernment, exhortation.

Entrepreneurial Leader

Possesses some of the all of the listed styles, but functions optimally in a start-up mode. Once the organization gets too complex, this leader loses energy, focus and confidence and starts to look toward the next thing to start. Gifts of faith.

Re-Engineering Leader

Possesses some of the above listed styles , but their challenge is to turn around an organization. Loves to find a situation that had bad leadership and revitalize it. Once an organization is fixed, they may or may not want to continue to lead. Keeps what is best of historic values, structures, etc. and is able to bring the fresh direction that the organization needs. Adept at change dynamics, refocusing and healing individuals, bringing in new players, etc. Gifts of pastoring, healing, discernment.

Bridge Building Leader

Ability to bring a wide variety of people together. This leader is diplomatic and negotiates well. Has the ability to persuade each group to feel like they are getting their individual needs met while the entire entity achieves its vision. Works to bring a wide variety of constituents together so a complex organization can achieve its mission. This leader loves to work with a very wide variety of people and be the advocate for all of them.

QUESTIONS

- 1) Identify your leadership style or styles. (Get feedback from those who know you.)
- 2) Does your style fit your current leadership or the leadership position you have in your mind? What styles would your job require?
- 3) As a team, develop an appreciation of each other's styles and determine what is lacking on your team. Where are you going to find those lacking styles?
- 4) How can you compensate for your weaknesses without losing focus on your strengths? (Your weaknesses will often be the overdependence on your strengths – just because you are a hammer, not everything is a nail.)