

“I think the most important thing about coaching is that you have a sense of confidence about what you are doing. You have to be a salesman and you have to get your players, particularly your leaders, to believe in what you’re trying to accomplish on the basketball court”

- Phil Jackson, retired NBA coach, interview 1996

Leadership Styles
Which one are you?

Charismatic

- ⦿ Decisions are based - power of personality of an individual
- ⦿ Nearly no discussions, orders do not have to be stated
- ⦿ Fascination of the leader
- ⦿ Gifted speaker → transform a professional relationship into a personal relationship
- ⦿ Loyalty & team spirit, responsibility given to leader

Authoritarian or Autocratic

- Severe control
- Leader – has solutions and absolute power
- Discussion rarely takes place
- Little or no teamwork with others
- Decisions → leader
- “Top down”
- Examples -.....

Laissez-faire

- ◎ Jean Jacques Rousseau, French philosopher
- ◎ Letting things happen, what happened was bound to happen, so it must be right
- ◎ If people do not react correctly on a given task the consequences will teach them the right way for next time
- ◎ System of self-regulation
- ◎ “Let it happen”

Democratic / Participative

- Leader = final responsibility; team members are asked for their input/ideas often voting to determine the best course of action to take.
- Members have equal say in decisions so more committed to work
- Members are on same level as leader
- Power seems to be equally divided
- Examples - ...

Seven Leadership Power Bases

Position Power Bases	Personal Power Bases
<p>1. Coercive</p> <ul style="list-style-type: none">- Totally on leader's authority- Force compliance- Lead to punishment- Use of intimidation	<p>1. Connection Power Bases</p> <ul style="list-style-type: none">- Connection inside or outside of organization- Encourages compliance to gain favour
<p>2. Legitimate Power</p> <ul style="list-style-type: none">- Based on legitimate social position held by leader, ie. Judge, supervisor, etc.)- Higher position = more power- Persuades others	<p>2. Expert Power</p> <ul style="list-style-type: none">- Perceived expertise, skill and knowledge- Gain respect of others because of their skills & knowledge

3. Reward Power

- Ability to provide rewards for others
- Compliance will lead to incentives

3. Information Power

- Possession of or access to information that is thought to be valued
- Access to information gives them power

4. Referent Power

- Based on personal traits
- Generally liked & respected
- Influences people based on the respect they have earned

Questions

1. What leadership style are you?
2. What determines your choice to lead this way?
3. Immediate or developed over time?
4. Influences?
5. Do you think people/friends gravitate towards your style?