LEADERSHIP TYPES



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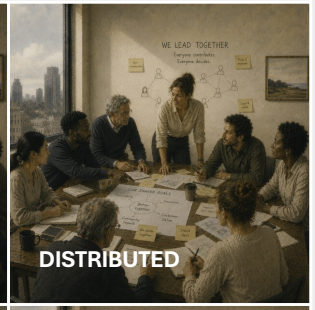
There are many leadership types, each shaped by how leaders relate to their context and the people they guide, as well as by their distinct strengths and inherent risks.























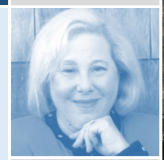






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ADAPTIVE LEADERSHIP



Leaders are more powerful role models when they learn than when they teach.

Rosabeth M. Kantor



ESSENCE

Adaptive leadership is characterized by problem-solving through learning and experimentation, mobilizing stakeholders, addressing systemic challenges, and encouraging innovation and adaptation.

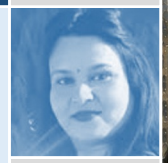
STRENGTHS

Adaptive leadership promotes resilience, flexibility, and continuous learning, making it highly effective for navigating complex, uncertain environments and solving 'wicked problems.'

RISKS

Adaptive leadership can create discomfort through ambiguity and uncertainty, leading to resistance to change, slow initial progress, and a lack of clear direction.

AUTHENTIC LEADERSHIP



Always remember you're unique, just like everyone else.

Alison Boulter



ESSENCE

Authentic leadership is characterized by self-awareness and reflection, relational transparency, an internalized moral perspective, and balanced decision-making.

STRENGTHS

Authentic leadership fosters trust, engagement, ethical cultures, and stronger team performance, making it especially valuable during crises and ethical dilemmas.

RISKS

Authentic leadership can be difficult to define and measure, may justify poor behavior when personal values are flawed, and can overemphasize the self at the expense of situational needs.

AUTOCRATIC LEADERSHIP



You do not lead by hitting people over the head - that's assault, not leadership.

Dwight Eisenhower



ESSENCE

Autocratic leadership is characterized by a strong hierarchical structure in which the leader makes decisions independently, provides clear instructions and expectations, and allows limited participation from subordinates.

STRENGTHS

Autocratic leadership enables fast, decisive action with clear roles and responsibilities, making it especially effective during crises and in highly structured environments.

RISKS

Autocratic leadership can reduce motivation and creativity, create overdependence on the leader, and increase the risk of authoritarian behavior.

CHARISMATIC LEADERSHIP



Charisma is the intangible that makes people want to follow you, to be around you, to be influenced by you.

Richard Dawson



ESSENCE	Charismatic leadership is characterized by strong communication and persuasion, an inspiring vision, an emotional connection with followers, and high visibility and influence.
STRENGTHS	Charismatic leadership inspires strong motivation and commitment, enabling leaders to rapidly mobilize followers, especially during crises or periods of transformation.
RISKS	Charismatic leadership can create excessive dependence on the leader, weaken institutional structures, and increase the risk of manipulation, abuse of power, and instability if the leader leaves.

DISTRIBUTED LEADERSHIP



Distributing leadership to the outermost edges of the circle unleashes the power of shared responsibility.

Frances Hesselbein



ESSENCE

Distributed leadership is characterized by collaborative leadership processes, shared responsibility, decentralized decision-making, and an emphasis on team expertise.

STRENGTHS

Distributed leadership fosters innovation, engagement, and collective intelligence while reducing dependence on a single leader.

RISKS

Distributed leadership can create confusion over authority, slow decision-making, and lead to fragmentation without strong communication and trust.

ENLIGHTENED LEADERSHIP



Management is doing things right; leadership is doing the right things.

Peter F. Drucker



ESSENCE

Enlightened leadership is characterized by a focus on meaning, purpose, and societal good, ethical decision-making, an emphasis on consciousness and long-term impact, and the integration of personal and organizational values.

STRENGTHS

Enlightened leadership promotes ethical, socially responsible, and sustainable structures and behaviors while enhancing intrinsic motivation and meaning at work.

RISKS

Enlightened leadership can be difficult to implement due to its philosophical and idealistic nature, with limited empirical grounding and a risk of being perceived as impractical.

ETHICAL LEADERSHIP



Ethics is knowing the difference between what you have a right to do and what is right to do.

Potter Stewart



ESSENCE

Ethical leadership is characterized by transparency and fairness, accountability, ethical role modeling, and consideration of stakeholders and societal impact.

STRENGTHS

Ethical leadership builds trust, credibility, and organizational legitimacy while promoting responsible governance and long-term sustainability.

RISKS

Ethical leadership can slow decision-making, create tension with short-term performance pressures, and make consistent ethical standards difficult to maintain across large organizations.

MEANINGFUL LEADERSHIP

The essence of existence is meaning, and the essence of meaning is communication.

John A. Wheeler





ESSENCE	Meaningful leadership is characterized by connecting work to a larger purpose, emphasizing employee fulfillment and identity, encouraging reflection on values and impact, and building meaningful relationships.
STRENGTHS	Meaningful leadership enhances engagement, motivation, and well-being while strengthening commitment, retention, and a positive organizational culture.
RISKS	Meaningful leadership can be difficult to standardize because meaning is subjective, and it risks promoting inauthentic purpose narratives or overlooking operational efficiency when overemphasized.

PARTICIPATIVE LEADERSHIP



No one can whistle a symphony. It takes a whole orchestra to play it.

Halford E. Luccock



ESSENCE

Participative leadership is characterized by collaborative decision-making, open communication, shared responsibility, and a strong emphasis on dialogue and inclusion.

STRENGTHS

Participative leadership boosts commitment, morale, and team cohesion while encouraging creativity and better decision-making through diverse input.

RISKS

Participative leadership can slow decision-making, create conflict and unclear accountability, and be less effective in urgent situations.

SERVANT LEADERSHIP

The first responsibility of a leader is to define reality. The last is to say thank you. In between, the leader is a servant.

Max DePree





ESSENCE

Servant leadership is characterized by empathy and active listening, ethical responsibility, a commitment to the personal development of followers, and a focus on community and collaboration.

STRENGTHS

Servant leadership builds trust, loyalty, and collaboration while fostering a positive culture and high employee satisfaction.

RISKS

Servant leadership can weaken perceptions of authority, slow decision-making, and overextend leaders, especially in competitive or highly hierarchical environments.

SUSTAINABLE LEADERSHIP

Sustainable leadership is not about quick wins; it is about building organizations that endure.

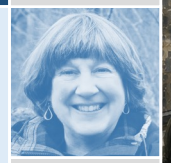
Adam Hargreaves





ESSENCE	Sustainable leadership is characterized by a long-term orientation, a focus on stakeholders beyond shareholders, ethical and responsible decision-making, and an emphasis on learning, resilience, and continuity.
STRENGTHS	Sustainable leadership supports long-term resilience and performance by aligning responsible innovation and organizational culture with sustainability and ESG (environmental, social, and governance) goals.
RISKS	Sustainable leadership can involve complex implementation and short-term performance trade-offs, with a risk of ‘greenwashing’ if sustainability efforts lack authenticity.

SYSTEMS LEADERSHIP



You think that because you understand ‘one’ that you must therefore understand ‘two’ because one and one make two. But you forget that you must also understand ‘and.’

Donella Meadows



ESSENCE	Systems leadership is characterized by a holistic perspective, cross-sector collaboration, a focus on long-term system change, and the facilitation of stakeholder alignment.
STRENGTHS	Systems leadership integrates diverse perspectives and improves cross-institutional coordination to address complex societal challenges with sustainable solutions.
RISKS	Systems leadership can slow decision-making and complicate coordination and accountability, especially when trust and cooperation among stakeholders are limited.

TRANSACTIONAL LEADERSHIP



What we can control is our performance and our execution, and that's what we're going to focus on.

Bill Belichick



ESSENCE

Transactional leadership is characterized by clear performance expectations, the use of reward and punishment systems, close monitoring of performance, and an emphasis on efficiency and compliance.

STRENGTHS

Transactional leadership promotes stability, accountability, and efficient performance management, making it highly effective for routine and structured tasks.

RISKS

Transactional leadership can discourage creativity and long-term engagement by fostering a rigid culture where motivation depends mainly on rewards.

TRANSFORMATIONAL LEADERSHIP



A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go but ought to be.

Rosalynn Carter



ESSENCE

Transformational leadership is characterized by a strong vision and sense of purpose, inspirational communication, intellectual stimulation, and individualized support for followers.

STRENGTHS

Transformational leadership inspires innovation, motivation, and personal growth while fostering a strong and committed organizational culture.

RISKS

Transformational leadership can overemphasize vision at the expense of practical execution, creating dependence on the leader and risks of burnout, unrealistic goals, or manipulation.



THANK YOU

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