**Types and Styles of Leadership**

There are many types and styles of leadership. Here are four types of leadership with descriptions:

**Transformational**

Transformational Leaders:

- Try to act as a mentor or coach to followers
- Consider and focus on the individuals’ needs
- Encourage creativity
- Inspire others to have a common vision
- Encourage them to work towards shared vision
- Encourage personal development and progress
- Brings about learning innovation and change

**Transactional**

Transactional Leaders:

- Have a system of clear responsibilities and rewards
  - If person puts in lots of effort/does a good job, reward provided
  - Links goals with rewards
- Have a system of discipline/punishment (not necessarily said aloud)
- Make sure followers know what their responsibilities are
- Monitor performance and take action to correct things when needed

Examples:

- “If you do this, you’ll get a raise.”
- “If you don’t do this, you’ll be fired.”

**Charismatic**

Charismatic Leaders:

- Are able to inspire and direct others using a common vision and values
- Pay attention to people they are talking to, the person feels like they are the most important person at that time.
- Will distinguish the group from others & and separate it as the best/superior group in the minds of followers
• Will firmly attach themselves to the group identity, creating an unchallengeable position
• Loyalty, enthusiasm, high levels of performance

Characteristics:

• Self-confident, vision, strong communication skills, behavior is out of ordinary

Examples:

• Hitler
• Martin Luther King Jr.

Servant

Servant Leaders:

• Are servants first, then choose to lead
• Usually start off doing things for the group and eventually are directed towards a leadership position, as they become important to group
• Wants others to be involved in decision making
• Serve those they lead

Examples:

Gandhi