

Basic Leadership Qualities

Peach Notes

People in leadership positions may use a variety of DIFFERENT “styles” in reaching a decision. Basically, these styles differ in.....

- The **amount of participation** they allow from those they work with.
- The **amount of confidence** the leader has in **the group to perform the task**.
- The **amount of trust** the leader has in **the group to act in a responsible and mature manner**.
- The **amount of confidence** the leader has **in himself** or herself, (or possibly the fear of losing control of the group).
- The **nature of the task** the group has to perform.
- The **objectives** the leader wants to accomplish.
- The **ethics or values** of the leader.

Here are five different leadership "styles."

These various ways of making decisions are not to be separated from prayer on each matter. Humility is needed in each of these styles.

Style #1

You decide alone.

You make the decision without discussing the situation with anyone. You rely entirely on personal knowledge or information available in your own research.

Example: Early in your ministry you are going to start a Bible study. You don't know the best time for this and you currently have no prospects. You decide that March 14th 6 o'clock on Thursday evening is when you will start. There's no reason to collaborate with anyone else because you are alone.

These would be things you know because of past experience that your team would not know. But be careful in cross-cultural ministry and thinking that you know best.

Style #2

You seek information and then decide alone.

You seek **additional information from one or more group members** to arrive at a decision. You may or **may not describe the problem to them**, but you **solicit information only, not solutions or suggestions**. You make the decision.

Example: You are asking about printing companies in the area to do new business cards. You aren't looking for design help. **You are seeking information.**

Style #3

You consult with individuals and then decide alone.

You **share the problem with selected individuals**. You gather additional information from them and **seek their advice about possible solutions** to the problem. Still, you make the decision.

Example: Your church is going to have a catered meal for an event. You know you can't please everyone. You gather a few select people who may have experience in the matter and get their opinions on what your best choices might be. **You are seeking opinions.**

Style #4

You consult with your entire group and then decide alone.

You meet with **group members and discuss** the possible alternatives, essentially using them as consultants. You **may use their feelings and opinions as additional inputs**, but you retain the final decision power.

Example: Planning an anniversary party for my parents. We expect 50 to 100 people to show up. My wife, the leader of the project, asked 3 other people their opinion about something and then made the decision on what to do. She did not ask all 100 people and she even made a decision that contradicted one of the inputs. **You are seeking consultation but not handing over the decision to others.**

Style #5

You share the problem with the group and you all decide what to do.

Here you give your **group full participation** in the decision-making process. You participate in the discussion like any other member, but you do not use your position as leader to influence them. **The group is the decision maker. You accept their decision and the responsibility for it.** Your description to others will be, "We decided to . . .,"

Example: Church vote on a right color to paint the church. You are **letting the committee decide, but you still bear the responsibility.**

REMEMBER

No single leadership style is always the appropriate style to use. There is no "one size fits all." As the situation changes and as the task or goals change, the style may change. **Leaders should be aware of these various styles and seek to use the appropriate style in the appropriate situation.**

REMEMBER

Sometimes your decision is that you let another person handle the decision making process. But you are the one responsible for however disastrous that may turn out. **Accept that responsibility.** The leader **NEVER gives up the AUTHORITY** or the **RESPONSIBILITY** for the FINAL DECISION.

Basic Leadership Qualities

5 Leadership Styles

Style #1

You decide alone.

Style #2

You seek information and then decide alone.

Style #3

You consult with individuals and then decide alone.

Style #4

You consult with your entire group and then decide alone.

Style #5

You share the problem with the group and you all decide what to do.