

# Leadership Styles:

Conscious decisions to lead from a strategic perspective for authentic diversity and inclusion

## **15 MINUTES IN FOCUS**

to accelerate innovation and growth through your organizational culture.

**An Organization Can Only Go As Far As  
the Consciousness of its Leader...**



# A Learning Community

We are Focusing on strengthening  
Leadership and Management Practices

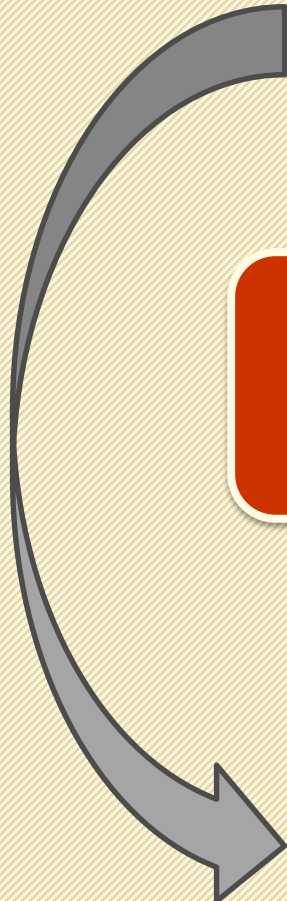


- Identify evidence-based strategies
- Learn from case study examples
- Access available resources



**Leadership**

**Management**



Style

Task

Relationship

Process

Impact

Outcome

**Evocation**

**Education**

# Personal Development

**Are You Above or Below the Line?**

**O**wnership  
**A**ccountable  
**R**esponsible



**B**lame  
**E**xcuses  
**D**enial



# Professional Development

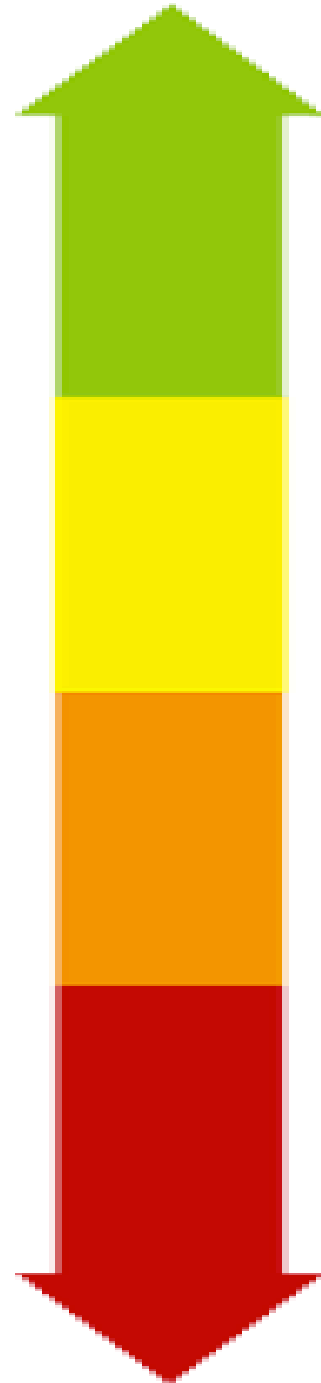


*Above*

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**Crisis Mode**

**Neglect, Disorganization  
& Dysfunction**



**Protective Strategy**

**Equity, Wellness  
& Wholeness**

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*Below*

# Best Practice: Situational Leadership

A solid red silhouette of a person in a business suit, standing with arms crossed. The word "Directing" is written in white text across the chest area.

**Directing**

A solid gold silhouette of a person in a business suit, standing with arms crossed. The word "Coaching" is written in white text across the chest area.

**Coaching**

A solid blue silhouette of a person in a business suit, standing with arms crossed. The word "Supporting" is written in white text across the chest area.

**Supporting**

A solid grey silhouette of a person in a business suit, standing with arms crossed. The word "Delegating" is written in white text across the chest area.

**Delegating**



# Directing

Task



Relationship



# Coaching

Task



Relationship



# Supporting

Task



Relationship

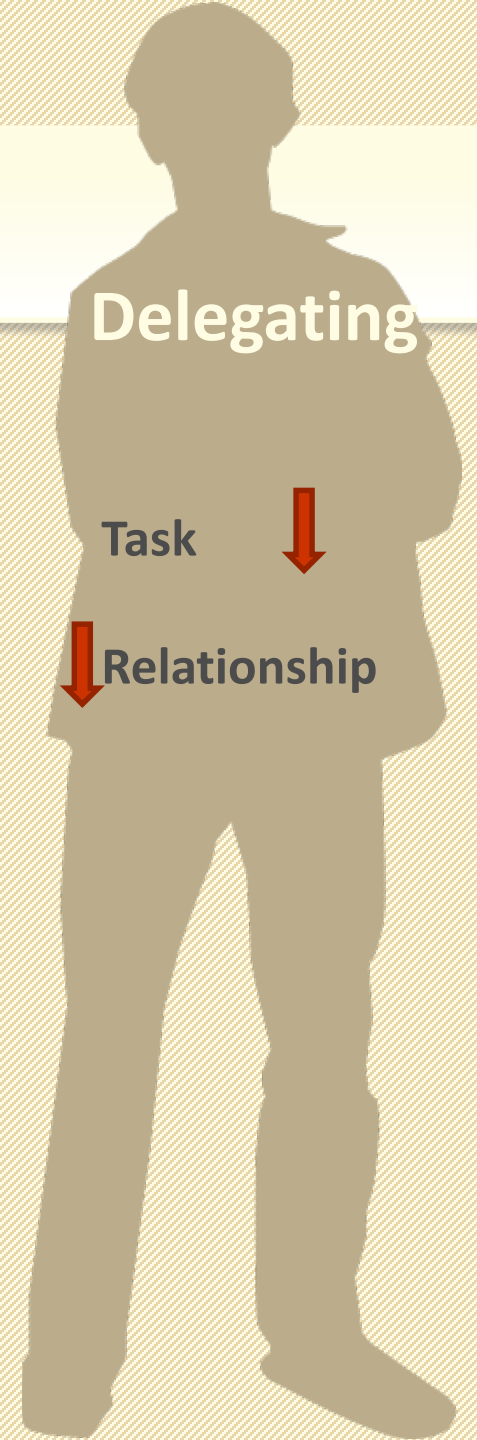
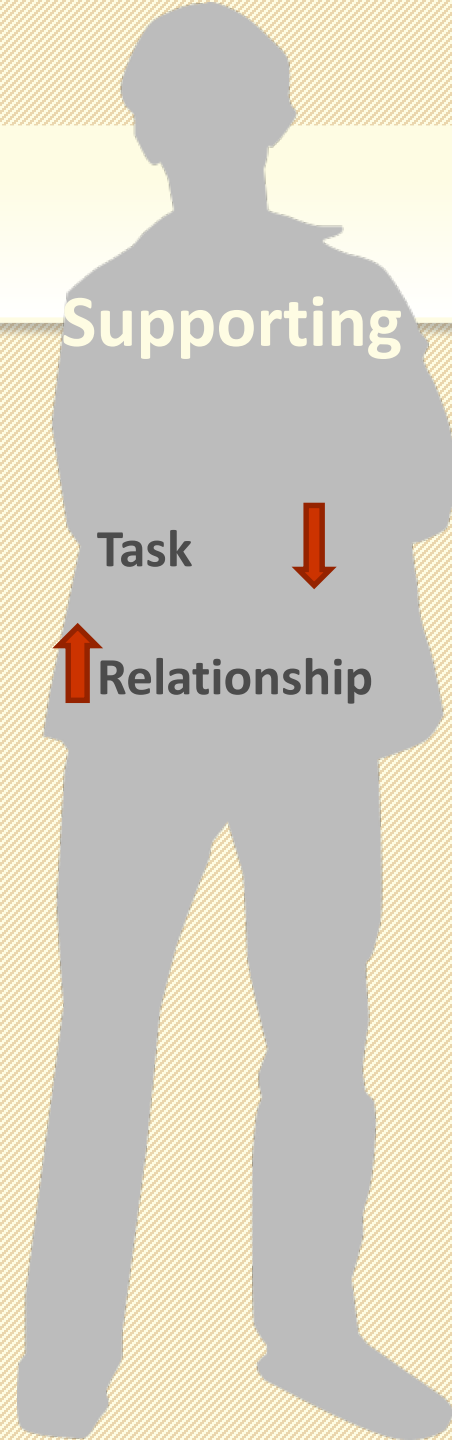
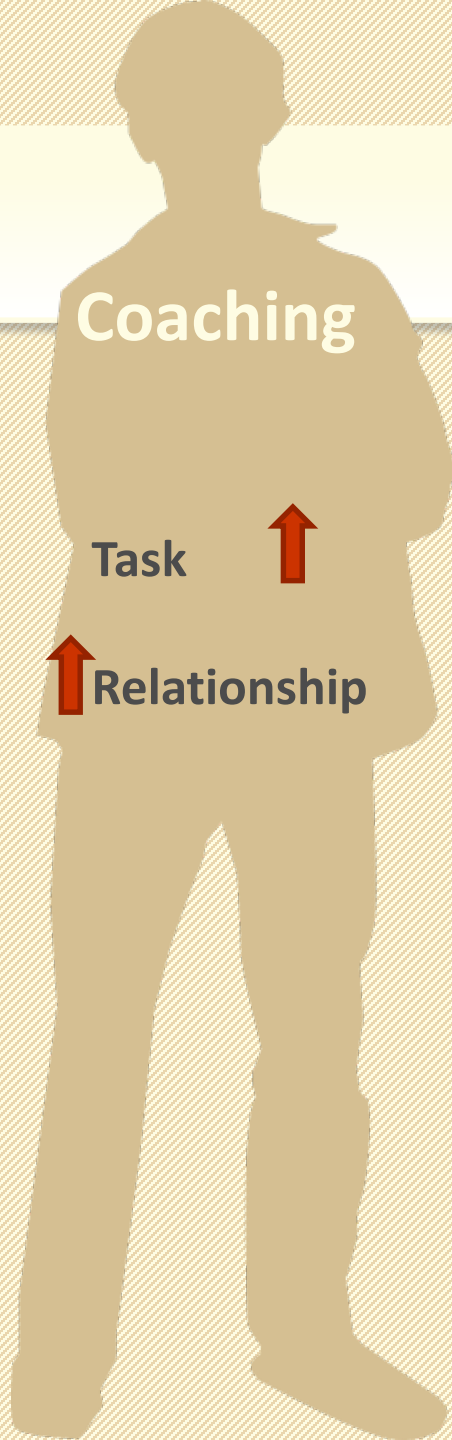
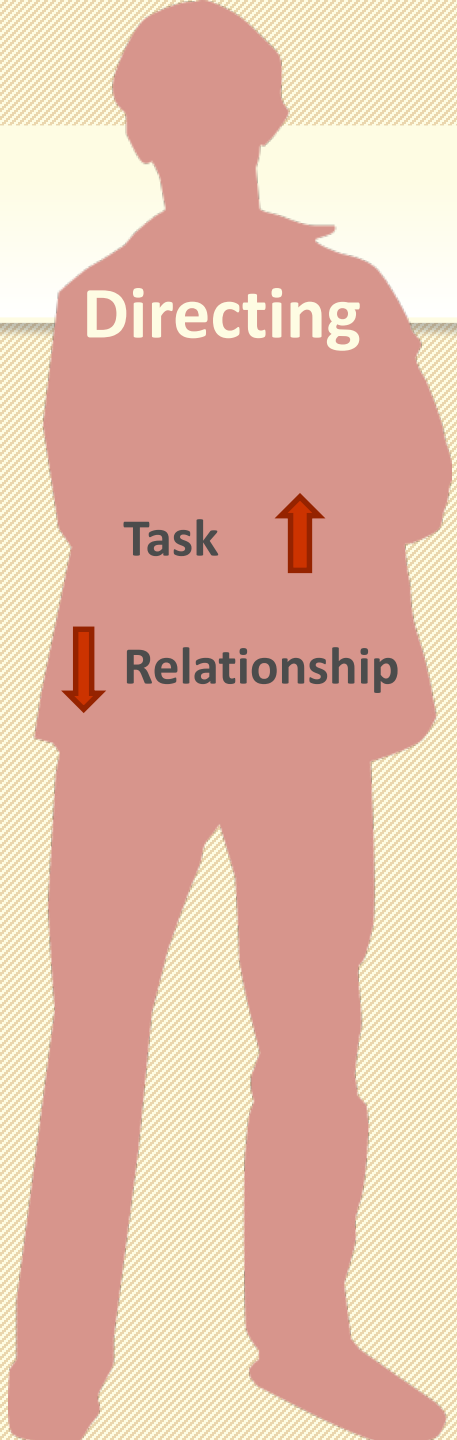


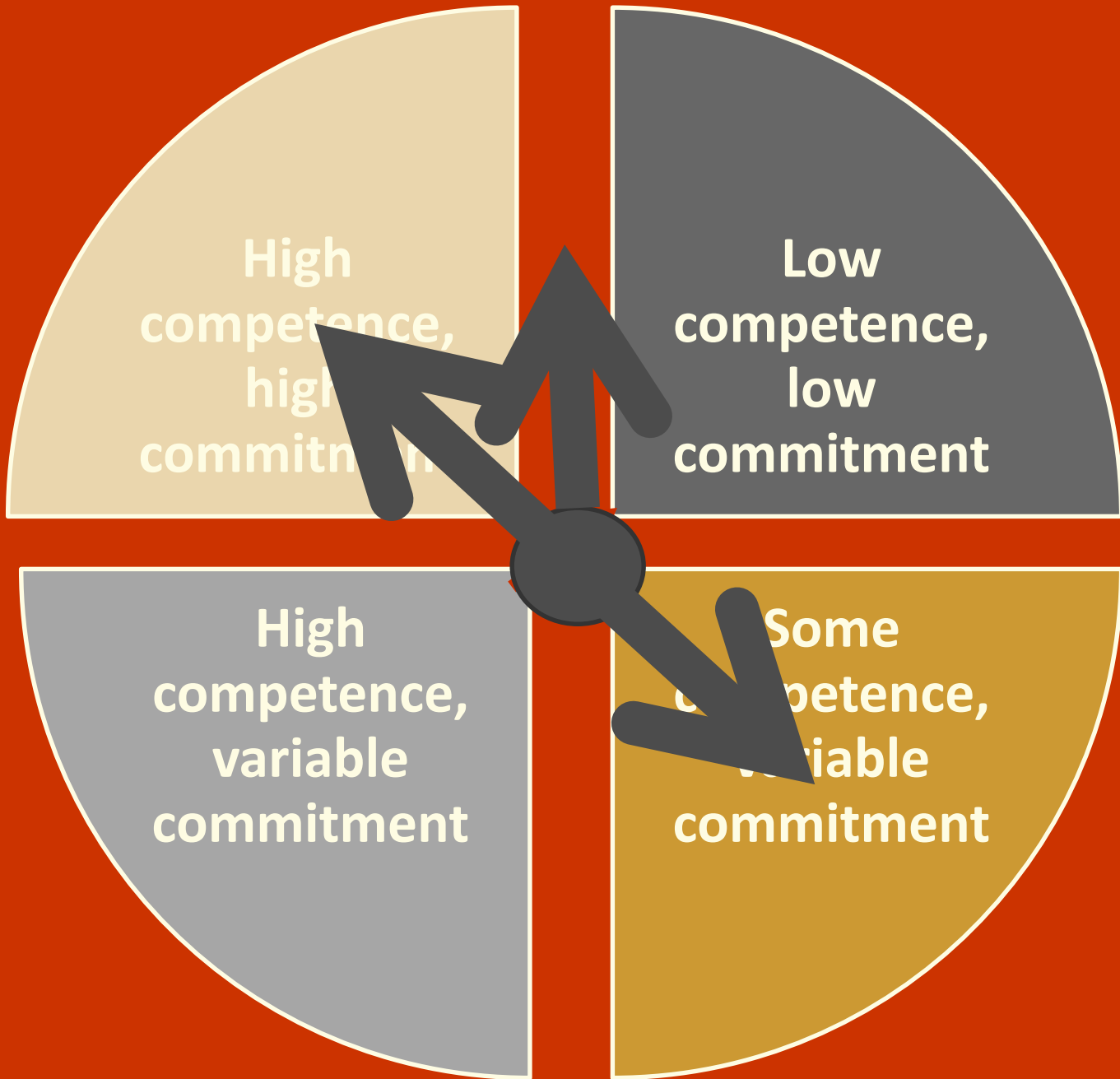
# Delegating

Task



Relationship





# Leadership Styles and Staff Development



**OVER-SUPERVISED**



**MATCH**



**UNDER-SUPERVISED**

# In Focus: Case Story



# Poll Question

What are you most comfortable doing?

- Coaching
- Directing
- Supporting
- Delegating

What feels most challenging for you?

- Coaching
- Directing
- Supporting
- Delegating

# Try it!



- ✓ Submit a request for capacity building assistance
- ✓ Solicit multiple sources of feedback from stakeholders around perceptions of leadership
- ✓ Practice Situational leadership with a small group at work.
- ✓ Access free training resources on CISP website
- ✓ Join the H02020 Learning Group
- ✓ Let us highlight your success story in a future presentation.

# Be Mindful...and keep the conversation going

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