

Leadership Styles

Most leaders exhibit different styles of leadership depending on the situation, but most also have a few styles they are most comfortable with and default to.

Virtually no leader is accomplished in every leadership style. This means that we need to develop a leadership team, rather than find the one, true, all-encompassing leader.

- **PROCESS leader** – This person builds community, resolves conflict, and allows people to participate and be heard. This is the “vibe checker” and the person where “the journey is as important as the destination.” This is the leader that makes sure that everyone is interacting, brings cookies to the meeting to build community, who notices who isn’t talking, and makes sure everyone feels comfortable.
- **TASK leader** – This is the person who “does the #?@! thing” and gets the task accomplished, on time. This person sweats details and is concerned with making sure each task has someone assigned and that there is clear accountability. This is the leader who often jumps up to the flip chart and starts making “to-do” lists, or who remembers to write the agenda for the meeting and bring the sign-up sheets for volunteer requests.
- **STRATEGIC leader** – This is the person who sees the big picture and knows how to get “from here to there” by working backwards from the goal. They can see what alliances need to be built and are thinking three steps down the way about what needs to be in place. This person can see the path through the forest while others are focused on picking out the trees. Often this is the person who gets up during a meeting and starts drawing timelines on the board or comes up with the strategy for winning the campaign.
- **ETHICAL leader** – This person is concerned that things are done honestly, ethically and with integrity. This person calls us back to our better angels and reminds us of our mission and why we are doing the work in the first place. This is the person who asks whether it is consistent and ethical to make life extremely difficult for the secretary of the corporate CEO by sitting down and chanting in the office when the CEO is the target and the secretary is only front person.
- **INSPIRATIONAL leader** – This person is inspirational, visionary, and can motivate others to join the cause. This person often flies above the gritty work of getting tasks accomplished and uses the power of their personality or oratory to move people to take action. This is the person who becomes the public face and voice of a campaign or organization, who can connect a larger community to our cause, even if they themselves are not always involved in the organizational details or policies.