



Advantage Learning Institute

HR and Beyond 2023

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*Your Foundation for
Reaching the Stars*

Agenda

- Welcome & Introductions
- The Goal
- Core Session
- Review of Reflective Assignment – Style of Leadership



The Goal

- What do you hope to gain from this Session?



What sinks a Ship?



The water gets in!



What sinks a Team?

- Chaos (The water)
 - a state of utter confusion or disorder; a total lack of organization or order.
- What are some internal examples of Chaos?
 - Inconsistency
 - Unfair practices/Favoritism
 - Unstable Emotions
 - Lack of information and defining the Why



What sinks a Team?

- Facility rules & dynamics
- Silos - Power
- Survey on site
- Never ending rounds
- Laws & Regulations
- Time Constraints
- Life Events



How do we handle the Chaos?

LET'S TRY SOMETHING!

OUR PERSPECTIVE

https://www.youtube.com/watch?v=dk_NI1jfdzE





Forbes

18,085,774 followers

3h • 🌐



Managers have a greater impact on employees' mental health than even their therapist or doctor, according to a recent study.



How can we manage it all?

- High Performers?
- Low Performers?
- Different Generations?
- Diversity?
- ADA/FMLA/WC



Advantage Tools & Resources

- Supportive Leadership
 - Always Learning and Evolving
 - Open to suggestions and feedback
 - Semi-Annual Surveys
 - Town Halls
 - Engaged HR Team
 - Ongoing Training & Development
 - Recognition & Celebration
- Multiple Touchpoints
 - Standups
 - Weekly meetings
 - Evaluations
 - Learning Circles
 - Learning Circles are built upon the idea that every member has something to contribute and that every member has something to learn. Learning Circles are intended to lead to action and change. Learning objectives and how to achieve them are agreed upon by the group members.



We are the Captains of our Ship!



Reflective Assignment (Slides 13-20)

- What is your style of leadership?
- Are you a combination of a couple styles?
- Ask three people to identify which style they believe your leadership to be?
- Were you surprised?
- What are your next steps towards enhancing your leadership style?



The Most Common Leadership Styles

1. Transformational Leadership
2. Delegative Leadership
3. Authoritative Leadership
4. Transactional Leadership
5. Participative Leadership
6. Servant Leadership



Transformational

- Transformational leadership is a leadership style that emphasizes change and transformation. Leaders who adopt this approach strive to inspire their followers to achieve more than they ever thought possible by tapping into their potential. This type of leadership can be highly effective in organizations looking to make significant changes or transformations.
- Some of the key characteristics of transformational leadership include:
- A focus on the future: Transformational leaders always look ahead and think about what needs to be done to achieve the organization's goals. They inspire their followers to do the same.
- A focus on change: Transformational leaders are comfortable with change and understand it is necessary for organizational success. They work to ensure their followers are comfortable with change and can adapt to it.
- A focus on people: Transformational leaders see the potential in every one of their followers. They strive to develop their followers' individual strengths and abilities so that they can reach their full potential.



Delegative

- Often referred to as “laissez-faire,” a delegative leadership style focuses on delegating initiative to team members. This is generally known as one of the least intrusive forms of leadership; this translates to “let them do.” This is therefore considered a very hand-off leadership style.
- Leaders who adopt this style have trust and rely on their employees to do their jobs. They don’t micromanage or get too involved in providing feedback or guidance. Instead, delegative leaders allow employees to utilize their creativity, resources, and experience to help them meet their goals.
- This can be a successful leadership strategy if team members are competent and take responsibility for their work. However, delegative leadership can also lead to disagreements among team members and may split or divide a group.
- It can be challenging for newcomers to adapt to this style of leadership or staff members to develop an understanding of who is ultimately in charge and responsible for outcomes. Therefore, this leadership style must be kept in check.



Authoritative

- Authoritative leaders are often referred to as visionary. Leaders who adopt this style consider themselves mentors to their followers. Not to be confused with authoritarian leadership, authoritative leadership emphasizes a “follow me” approach. This way, leaders chart a course and encourage those around them to follow.
- Leaders who display authoritative traits tend to motivate and inspire those around them. They provide overall direction and provide their teams with guidance, feedback, and motivation. This promotes a sense of accomplishment or achievement.
- The authoritative leadership style relies heavily on getting to know each team member. This allows a leader to provide guidance and feedback on a more personalized level, helping individuals to succeed. This means authoritative leaders need to be able to adapt, particularly as the size of their team grows.
- Authoritative leadership is very hands-on, but leaders must be cautious not to micromanage. This is a tendency with this style, which can be overbearing for team members and create negative sentiments.



Transactional

- Transactional leadership, often referred to as managerial leadership, is a leadership style that relies on rewards and punishments. This leadership style clearly emphasizes structure, assuming individuals may not possess the motivation needed to complete their tasks.
- With this reward-based system, a leader sets clear team goals or tasks. Leaders also clarify how their teams will be rewarded (or punished) for their work. Rewards can take many formats but typically involve financial recompenses, such as pay or a bonus.
- This “give and take” leadership style is more concerned with efficiently following established routines and procedures than making transformational organizational changes.
- Transactional leadership establishes roles and responsibilities for each employee. However, it can lead to diminishing returns if employees are always aware of how much their effort is worth. Therefore, incentives must be consistent with company goals and supported by additional gestures of appreciation.



Participative

- Sometimes referred to as democratic leadership, participative leadership is a leadership style that encourages leaders to listen to their employees and involve them in the decision-making process. This leadership style requires leaders to be inclusive, utilize good communication skills, and, crucially, be able to share power/responsibility.
- When a leader adopts a participative leadership style, this encourages collaboration through accountability. This often leads to a collective effort of a team to identify problems and develop solutions instead of assigning individual blame.
- This leadership style has historically been prevalent and utilized by many leaders in many organizations. However, as working habits have changed (accelerated by the COVID-19 pandemic) and teams have become more decentralized, this leadership style is more complicated.
- Spontaneous, open, and candid communication is often associated with a participative leadership style. Remote working or virtual teams can make this particularly challenging to maintain.
- Participative leadership is often favored as it helps to build trust with employees. Empowering them and encouraging them to share their ideas on essential matters, demonstrating their value to a team.



Servant

- Servant leadership is a leadership style that puts the needs of others first. It emphasizes creating strong relationships with those around you and focuses on enabling them to reach their full potential. As a leader, it requires focusing on understanding the people you are working with and developing their abilities, while also setting a good example and understanding their personal goals.
- At its core, servant leadership is about ethical decision making; if one follows this model they will be more likely to make decisions based on what is right for everyone involved, rather than just benefitting a select few. This approach fosters an environment where creativity and problem-solving thrive as team members feel empowered to suggest new solutions and build upon each other's ideas.
- Furthermore, following the principles of servant leadership can result in improved communication between all involved parties – from senior management to front-line employees. By taking into account the opinions of subordinates, leaders can prevent any potential conflicts while maintaining both healthy relationships and peaceful work environments. Ultimately, these qualities help create a stronger sense of loyalty amongst team members which consequently leads to increased productivity overall.

