

MTD Quick Tips

Develop Your Managerial Styles

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When we deliver Management and Leadership Courses our delegates always give tell us how valuable it was to complete our "Leadership Styles" assessment.

We normally ask our delegates to complete an assessment which is a series of 70 questions based around how they currently deal with particular management and leadership situations in the workplace.

From this they each receive feedback on their current managerial and leadership style and what this means to their teams and staff.

It's a great insight into your strengths and weaknesses as a manager.

All in all there are 6 managerial styles. Now what I am not saying is that there are any right or wrong answers here.

You as a leader need to adopt the right style to fit the situation and the person. But what I am saying is that some styles are better suited to certain situations than others.

And also, if you keep to the same style no matter what the situation this can have adverse effects from you staff and performance.

So, want to know what the 6 managerial styles are and what they mean?

Here goes!

**** THE COERCIVE MANAGEMENT STYLE ****

Manager who uses this is intent on obtaining immediate compliance from employees. Conversation is one way.

Very directive. He/she tightly controls situations and emphasizes negative rather than positive feedback.

The manager wants employees to do their work exactly as the manager wants it.

** HOMEWORK **

Do you use this style?

What situations do you think it would be appropriate to use this style?

What situations do you think it would not be appropriate to use this style?

**** THE AUTHORITATIVE MANAGEMENT STYLE ****

The manager's goal here is to provide vision and focused leadership. Long term thinking and a clearly stated direction.

Decisions are made by the manager but some employee input is sought to reality test decisions. This style also relies on the skilful use of influence to gain employee buy-in to decisions. A firm but fair approach.

** HOMEWORK **

Do you use this style?

What situations do you think it would be appropriate to use this style?

What situations do you think it would not be appropriate to use this style?

**** THE AFFILIATIVE MANAGEMENT STYLE ****

Manager uses this to promote harmony, cooperation, and good feelings among employees.

Affiliative actions include accommodating family needs that conflict with work goals, quickly smoothing tensions between employees, or promoting social activities within the team.

The manager pursues being liked as a way to motivate people.

He/she puts people first and tasks second.

** HOMEWORK **

Do you use this style?

What situations do you think it would be appropriate to use this style?

What situations do you think it would not be appropriate to use this style?

**** THE DEMOCRATIC MANAGEMENT STYLE ****

Manager focuses on building group consensus and commitment through group management of the decision-making process.

Requires a hands-off style and a heavy emphasis on team participation. Employees are trusted to have the skills, knowledge and drive to come up with decisions to which everyone is committed.

Manager's role is only to fine-tune and approve the plan.

** HOMEWORK **

Do you use this style?

What situations do you think it would be appropriate to use this style?

What situations do you think it would not be appropriate to use this style?

**** THE PACESETTING MANAGEMENT STYLE ****

Manager uses this style to focus on accomplishing a great deal of top quality work him-or herself. Employees are thought capable of achieving their own goals with little supervision.

When performance is not up to standard, the manager will do it him- or herself.

Emphasis on "Doing it myself"

** HOMEWORK **

Do you use this style?

What situations do you think it would be appropriate to use this style?

What situations do you think it would not be appropriate to use this style?

**** THE COACHING MANAGEMENT STYLE ****

Directed towards professional growth of employees.

Manager focuses on helping employees identify their strengths and weaknesses, improvement areas and set development plans that foster career goals.

Manager creates an environment that supports honest self- assessment and treats mistakes as learning opportunities in the development process.

** HOMEWORK **

Do you use this style?

What situations do you think it would be appropriate to use this style?

What situations do you think it would not be appropriate to use this style?

From completing the assessment you receive a bar chart of your preferred managerial styles that look like a street of Skyscrapers!

You will always have a dominant style that you use more than any other. It's always really interesting to see the mix of how often you use the other styles as well.

Think about what styles you use the most often.

Are they effective?

Are you a one dimensional leader that uses the same style over and over again?

What could you do to develop you skills in the other managerial styles?

I'll leave them with you!

Please remember that if you have got any requirements for any training courses please drop us a line.

Live, love and laugh!

Sean

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About Sean McPheat



Sean McPheat

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Founder and MD of international management development firm MTD Training, Sean McPheat is widely regarded as a leading authority on modern day management and leadership.

Sean is a bestselling author, and has been recognised for his own business building skills through the **British Business Awards** and has been featured in the **Who's Who Of Britain's Business Elite**.

He has been a regular judge for the UK's Young Enterprise Programme but was not as horrible as Simon Cowell (well almost!)



Sean has been featured on **CNN International, the BBC, SKY, ITV, The Guardian, Forbes, Arena Magazine, Marketing Weekly, Business Zone, Winning Edge** and radio stations such as BBC WM and LBC (London's Big Conversation).

Sean has over **250 media credits** to his name and his weekly email tips go out to over **60,000 people** interested in management and development strategies.

Sean is also a **much sought after media figure and motivational speaker** on all topics related to management, HR, business improvement and entrepreneurialism.