



Leadership Style

Leadership Management Strategies

A horizontal bar with segments in dark blue, light blue, yellow, and grey.

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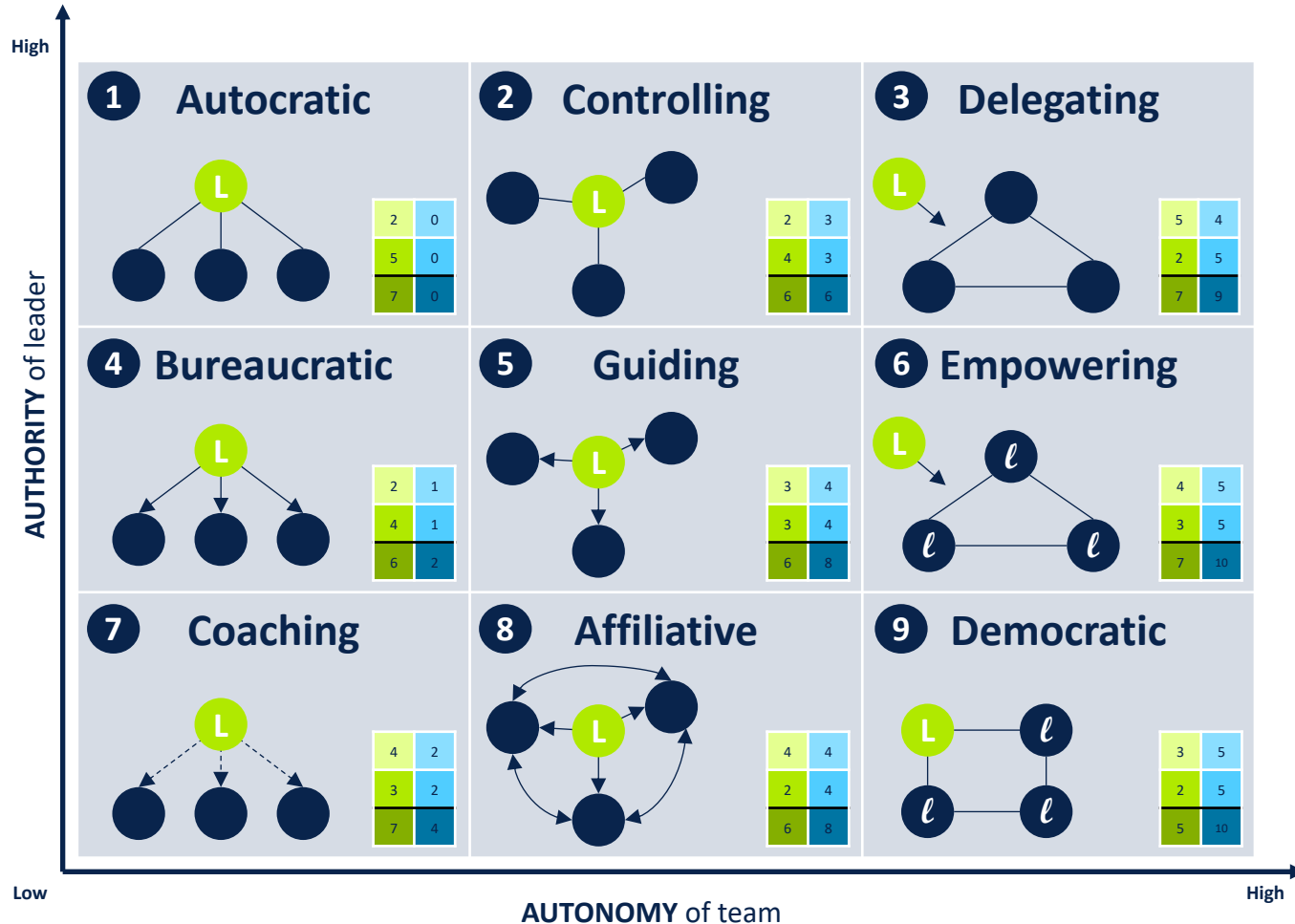
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Which Leadership Style is Right for You?

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Organizational Structure

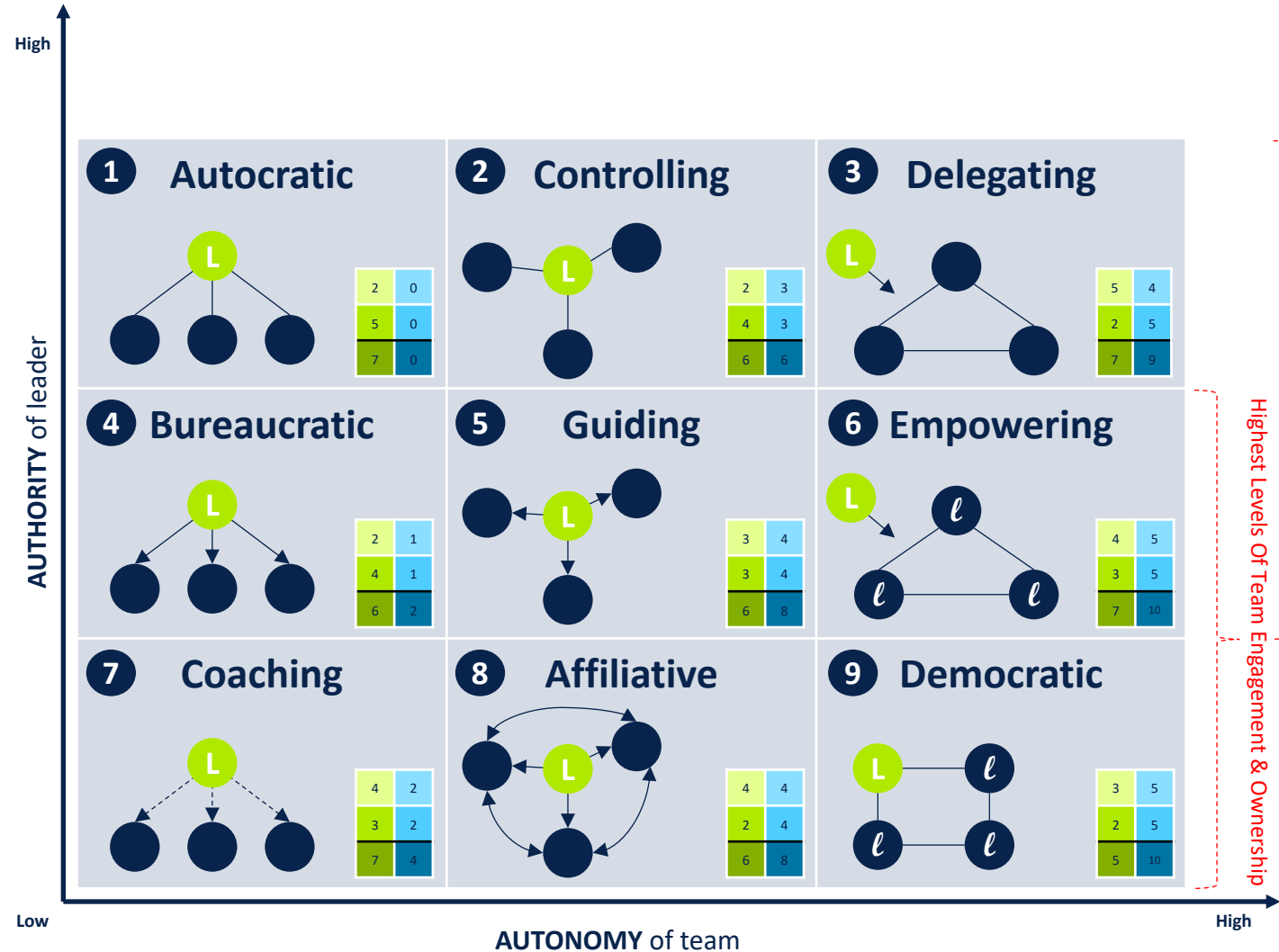
Leadership Styles & Systems



Leadership Styles

- Autocratic:** The leader/manager makes the decisions alone with little input
- Controlling:** The leader/manager makes the decisions but involves the team in the process
- Delegating:** The leader/manager makes certain decisions and delegates other to the team
- Bureaucratic:** The leader/manager puts the right procedures in place and focuses on perfecting them and making sure the team follows them
- Guiding:** The leader/manager is the guiding force determining decision making outcomes
 - Pacesetter:** Leads by example setting a high standard for the team to follow
 - Charismatic:** Inspires, charms and persuades the team to follow his decisions
 - Transformational:** Inspires, charms and persuades the team to innovate and create change themselves
 - Visionary:** Communicates the vision & goals but lets the team decide how to get there
- Empowering:** The leader/manager shares power and responsibilities while delegating in depth to the team
 - Transactional:** Recruits the right members, empowers them and trusts them to perform but monitors and steps in when required
 - Laissez-Faire:** Recruits the right members, empowers them and trusts them to perform failing which he replaces them
- Coaching:** The leader/manager creates a partnership/collaboration with the team sharing their experience and knowledge to shape the team performance
- Affiliative:** The leader/manager concentrates on creating a harmonious work environment and building emotional bonds in order to make unanimous decisions
- Democratic (Participant):** Empowers team members to all be leaders and decisions are made together

Leadership Styles & Systems



Highest Scores (Balanced Between Engagement & Productivity)

Highest Levels Of Team Engagement & Ownership

Most Optimal Performance -> Least Optimal Performance

1. Empowering – 17
2. Delegating – 16
3. Democratic – 15
4. Guiding – 14
5. Affiliative – 14
6. Controlling – 12
7. Coaching – 11
8. Bureaucratic – 8
9. Autocratic - 7

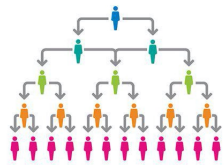
Score System

Efficiency	Team
Time	Engagement
Output	Ownership
/10	/10

Which Leadership Style is Right for You?

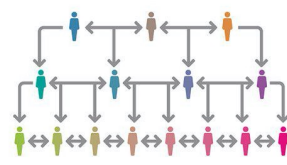


Organizational Structure



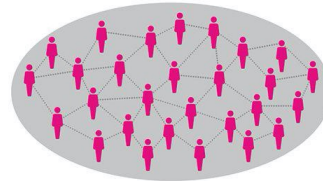
Hierarchical Organization

Focus: Maintaining Status Quo – No risk
Employee Motivation: Promotion

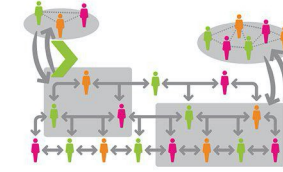


Flatter Organization

Focus: Project based risk taking
Employee Motivation: Responsibility / accountability



Flat Organization



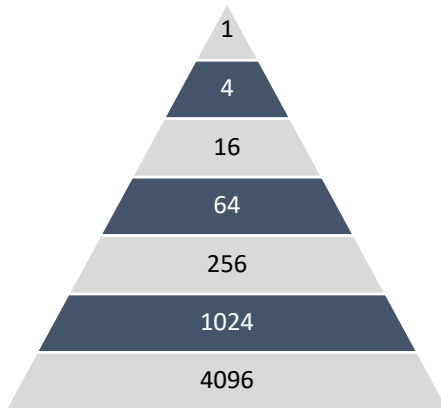
Flatarchies

Focus: Change focused – high risk
Employee Motivation: Project variety / opportunities



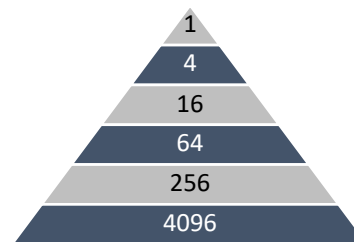
Holoacracic Organization

Assuming Span of 4



Span of 4:
Employees: = 4,096
Managers (Level1-6). = 1,365

Assuming Span of 8



Span of 8:
Employees: = 4,096
Managers (Level1-4). = 585

Organizational Structure

- A Flatter Organization model is best suited to create the culture that is
 - Project based with appetite for risk taking
 - Employees feel responsible and accountable
- HR will work with HQ and subsidiaries in order to determine the best model from them between “Tall” and “Flat” organizations and set targets for the Span of Control of each entity



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