Leadership Style

The first purpose of this basic workshop is to show participants that there is a full range of leadership styles, some of which are proven to be more effective than others. In this workshop participants develop an understanding of the differences between these styles with an emphasis on **passive-avoidant behaviors**, **transactional leadership**, and **transformational leadership**.

The first task in this workshop is to identify each participant's implicit (or personal) theory of leadership. In the beginning, this theory will most likely be incomplete or briefly articulated. One of the goals of this workshop is to give that theory more structure by applying the *Full Range Leadership* model.

A second purpose of this workshop is to increase the participants' awareness of their own styles of leadership. In this workshop participants receive feedback from those around them on the observed frequency of their different leadership styles. This is accomplished through the use of the *Multifactor Leadership Questionnaire (MLQ),* and if desired, the *Authentic Leadership Questionnaire (ALQ)*.

The final purpose of this workshop is to give participants an opportunity to compare and contrast their leadership style with the *Full Range Leadership* model. The final goal of this workshop is for participants to begin developing a personal plan for changing their leadership and begin implementing it immediately following the workshop.

In sum, the participants enter the program and become aware of an alternative leadership orientation which they had not previously considered, or which they had not yet articulated in precise terms. This basic workshop leads to the construction of leadership action plans that will be implemented and modified as the participants continue the development of their own leadership vision.

Workshop Purpose
• Identify personal theories of leadership
• Increase awareness of leadership styles
• Compare leadership styles with the full range model of leadership

Workshop Goals
• Give participants a structure to apply their personal leadership theory.
• Give participants feedback on their leadership behaviors.
• Develop personal leadership action plans.