



## Leadership Styles

Which leader are you?

Do you tend to be more supportive or delegative?

Are you adapting your style to situations and people?

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### Learning module 3: Performance management & leadership styles

Which Leader are you? Are you naturally highly supportive with your team members or do you prefer delegating? Or you maybe prefer acting as a coach or rather using a more directive leadership style? Do you regularly and easily adapt your leadership style to the situation and collaborators?

Our module 3 will enable you to make a powerful relation between your strengths identified with MBTI (see Module 1) and your own leadership style based on the Situational Leadership model from Ken Blanchard. You will then learn how to adopt the Leadership Style that is appropriate to an individual's Development Level at each stage of development on a specific goal or task.

You will as well discover tools and techniques to improve your team performance management, foster your team engagement, and develop High Performing Teams who share a common Vision, purpose and clear objectives.

*"If your actions inspire others to dream more, learn more,  
do more and become more, you are a leader."*

John Quincy Adams

Do you know where each of your team members gets his motivation from?

You will gain insights on different motivational factors helping you to better understand different personal needs. As described in Maslow's Pyramid, these motivation triggers could be for example:

- Self-development/self-fulfillment, creativity needs,
- Social needs: belonging to a team or an organization,
- Individual needs like esteem, which can be based on values like respect, recognition, status or freedom,
- Or Safety needs...

*"Always be the person you would want to work for."*

Liz Brenner

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**Which leader do you want to be? Come and tell us!**

Join one of our next Leadership Programs  
in Munich, Berlin and Amsterdam

or

Harmonize your management standards with  
an in-house leadership program

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