



## Lead With Style™

### PROGRAM OVERVIEW

Do your managers understand their leadership style? Do they use the same leadership style with every staff member or can they use multiple approaches, selected according to the individual and the situation?

By understanding their own work style as well as those of the people they manage, your managers can use the most appropriate leadership style and strategies with each individual in their team. This is in direct contrast to 'blanket style' management in which a manager has only one approach and applies it to all team members. Inevitably, a blanket approach will work better for some team members and worse for others.

Selecting appropriate leadership styles and strategies for each individual will lead to:

- Communication that is appropriate for each individual and is therefore more effective
- Morale and motivation will be higher and this inevitably leads to productivity boosts
- When staff are managed in a manner that they respond to, stress, conflict and staff turnover all decrease
- The right people will be doing the right tasks – when a manager can ask anyone on their team to do a specific task, it is much more effective if they have the tools to identify the right person for the task

### BENEFITS

Each participant completes an easy to use and confidential questionnaire designed to identify their own work style and learn how to interpret the style of other people.

We then help your managers answer some critical questions about each of their team members:

- What is the most effective way to communicate with each of my people?
- What sort of work environment will be most motivating for each of them?
- Who will perform most effectively on a specific task?
- Why do I seem so much more 'in tune' with some team members than others?
- When I am setting goals and objectives will different approaches be better with different people?
- How will each of my people respond when we are under pressure?
- What can I reasonably expect of each person in my team?
- What approaches to giving feedback and providing recognition are going to get the best result with which people?



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### SPECIFIC OUTCOMES INCLUDE:

Leaders who are able to communicate effectively with each individual on their team

Improved satisfaction and morale amongst team members

Productivity gains – better leadership means better teams, which in turn means better results

A reduction in "issues," crises and staff problems

Confident managers who believe in their ability to respond to the different personalities they manage

*Lead with Style is part of a highly popular series that also includes:  
Teams with Style and Selling with Style*