

# Leadership Styles and Maximizing Leadership Effectiveness



The word “leadership” is one we hear on a very regular basis – at work, at home, in our communities. However, if we truly try to define the word precisely, it becomes much more difficult as there is no universally agreed-upon definition. The word “leadership” can make people feel positive, or negative, or angry, or inspired.

In order to define “leadership”, it is useful to think about what a leader does. They try to develop a cohesive environment that motivates people to work together to achieve certain goals or milestones. Their job is to help influence the behavior of others to achieve these desired outcomes.

The one thing we know is that different people have different approaches and skills in influencing others. Some leaders may focus on a team’s competitiveness, while others may try to appeal to a certain cause or to guide their team to follow a clearly defined path. The point is that each style is specific to each individual.

Your responses to the “What is My Leadership Style?” assessment helps to reveal your individual preferred style of influencing others. The purpose of the presentation is to assist you to:

- Understand YOUR preferred leadership style;
- Discover both the benefits and potential pitfalls of your style; and
- Learn how to maximize your effectiveness as a leader by learning how to adapt your leadership style.

Even if you don’t have time to complete the assessment in advance, just learning about the styles and reflecting back on your own leadership will be revealing!

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Tracey is the Managing Partner and an Assurance Partner with Grant Thornton LLP in Calgary (Alberta South) with over 19 years’ experience in helping our clients and colleagues achieve their dreams and goals. Building a trusted relationship and helping her clients and colleagues take their organization and professional skill set, respectively, to the next level is Tracey’s passion.