

8

Ultimate Co.

Types of Management Styles

Check out this overview of the best leadership styles to adopt — and the ones to avoid.



1

Visionary

A visionary manager communicates a purpose and direction that her employees believe in, which convinces her team to work hard to execute her vision.

The manager gives their employees a great sense of autonomy, which all managers need to provide — after all, self-direction is a basic psychological need.



2

Democratic

In democratic management, the majority rules. Managers let their employees participate in the decision-making process because they value their team's diversity of ideas and understand that people are the key to a team's success.

This is because managers know it makes their team feel valued, boosts their morale, and forges a healthy, trusting relationship between the two.



3

Transformational

These managers are innovators who believe change and growth is the only way to stay ahead of the Curve, so they push their employees past their comfort zones, making them realize they're more capable than they initially thought.

Employees are usually more dedicated and happy — their managers constantly challenge them and motivate them with the idea that they can reach their potential if they keep pushing themselves.



4

Coaching

These managers have a passion for teaching and watching their employees grow. And they're more patient with short-term failure as long as the team learns and improves.

Coaches can build strong bonds with their employees by constantly teaching their employees new things and offering career opportunities.



5

Autocratic

Autocratic management is the most top-down approach to management — employees at the top of the hierarchy hold all the power, making decisions without collaborating or informing their subordinates.

Teams and companies led by autocratic managers don't usually reach great financial success because they can't innovate.



6

Servant

Servant managers prioritize their employees' well-being over their team's results, so they can foster a harmonious relationship with their employees and keep them as happy as possible.

They do everything they can to support and encourage their team, and, in return, they expect their employees to be motivated to work hard.



7

Laissez-Faire

Laissez-faire managers monitor their team's activities, but they're entirely hands-off — they expect their team to perform up to a certain level even though they don't proactively help or check in with their employees.

Employees led by laissez-faire managers hold all the decision-making authority, working on whatever they want with minimal to no intervention — which is a nice perk.



8

Transactional

Transactional managers use incentives and rewards — like bonuses and stock options — to motivate their employees to carry out their commands. After a while, employees may base their attitudes about their motivation at work on their behavior at work — making them think they were motivated to succeed because their manager rewarded them with stock options and not because they had a passion for the team's mission.

Eight Styles

L Reisser



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