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Leadership Training Institute  
Summer 2008

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## **Types and Styles of Leadership**

There are many types and styles of leadership. Here are four types of leadership with descriptions:

### **Transformational**

Transformational Leaders:

- Try to act as a mentor or coach to followers
- Consider and focus on the individuals' needs
- Encourages creativity
- Inspire others to have a common vision
- encourage them to work towards shared vision
- encourage personal development and progress
- brings about learning innovation and change

### **Transactional**

Transactional Leaders:

- have a system of clear responsibilities and rewards
  - If person puts in lots of effort/does a good job, reward provided
  - Links goals with rewards
- have a system of discipline/punishment (not necessarily said aloud)
- make sure followers know what their responsibilities are
- Monitor performance and take action to correct things when needed

Examples:

- "If you do this, you'll get a raise."
- "If you don't do this, you'll be fired."

### **Charismatic**

Charismatic Leaders:

- Are able to inspire and direct others using a common vision and values
- Pay attention to people they are talking to, the person feels like they are the most important person at that time.
- Will distinguish the group from others & and separate it as the best/superior group in the minds of followers

- Will firmly attach themselves to the group identity, creating an unchallengeable position
- Loyalty, enthusiasm, high levels of performance

Characteristics:

- Self-confident, vision, strong communication skills, behavior is out of ordinary

Examples:

- Hitler
- Martin Luther King Jr.

### **Servant**

Servant Leaders:

- Are servants first, then choose to lead
- Usually start off doing things for the group and eventually are directed towards a leadership position, as they become important to group
- Wants others to be involved in decision making
- Serve those they lead

Examples:

Gandhi