

# LEADING WITH DIFFERENT TYPES OF LEADERS

Different types of leaders can be found on every leadership team. God has placed each of you here for a specific reason: so that you can work together as a team with complementary gifts and skills, accomplishing together all God has put before you this year. You must know that God created every individual uniquely for the benefit of the Church – and as a leadership team, you are functioning as the Church at your school.

But as intentionally as God has placed you all in these positions – most likely as very different types of leaders – too often leaders don't acknowledge and appreciate these valuable differences. When this hap-

pens, something that was intended to be healthy and helpful ends up causing conflict because leaders think that their style of leadership is better than any other, and unfortunately they end up not working together very well as a team. It doesn't have to be this way.

As a leadership team, you must understand and appreciate each other for your differences. Praise the Lord you are not all the same! How terrible if you all thought the same, did things the same way, etc. Begin to take inventory of the leadership types on your team, so that you can see how each person can help your club flourish this year.

"THERE ARE DIVERSITIES OF GIFTS BUT THE SAME SPIRIT...THE MANIFESTATION OF THE SPIRIT IS GIVEN TO EACH ONE FOR THE PROFIT OF ALL ... IF THE FOOT SHOULD SAY, BECAUSE I AM NOT A HAND, I AM NOT OF THE BODY, IS IT 'THEREFORE NOT OF THE BODY? ... IF THE WHOLE BODY WERE AN EYE, WHERE WOULD BE THE HEARING, WHERE WOULD BE THE SMELLING? BUT NOW GOD HAS SET THE MEMBERS, EACH ONE OF THEM, IN THE BODY, JUST AS HE PLEASED"

(1 COR. 12:4,7,15-17).

# THE VALUE OF UNDERSTANDING YOUR TEAM:

Once you begin to understand the strengths in others' leadership styles, instead of misunderstanding where others are coming from, you can appreciate the way that they think differently from you. You'll begin to appreciate the different perspective that they bring to the table, and you'll value their ideas even when they suggest a strategy that is different than what you first thought. Ultimately, you'll trust that they are working toward the same end goal as you are, simply from a different angle.

Once you understand the leaders better on your team, you'll also be able to assign tasks based on people's strengths. For example, your team can learn to give big-picture tasks to "idea people" instead of detail-oriented people. You can then give the checklists and deadline roles to your detail-minded leaders. Your leadership team will be able to see that no leadership type is greater than another. They are just different, and these differences are good.

Keep in mind, having all four types represented on your team will make your team more complete and, ultimately, more effective. You need each other!

.....**The bottom line**

Taking the time to learn about the different leadership types on your team will result in a team that can flourish because every person will be encouraged to be more of the leader that God created him or her to be.

# WHAT TYPES OF LEADERSHIP STYLES ARE THERE?

There are many ways to categorize leadership types. One way of thinking about them is based on the Adizes Institute's PAEI scale.<sup>1</sup> This scale describes 4 main types of leaders with unique characteristics. It is when these 4 styles are combined into one team that you become a powerful, complementary team!

# P

## Producer

Producers are highly energetic and active people. They like to be busy all the time. They love to frequently attain tangible results. They feel highly rewarded every time a task is completed. Producers dislike fussy details and ambiguous situations. They have little patience with future-oriented tasks and wild brainstorming. They are much more interested in getting a task done than they are in ensuring that their colleagues are happy with the way it got done. They love clear to-do lists for the here and now, and they are responsible for driving many organizational achievements. Producers help teams to stop talking about potential solutions and actually start implementing them.

# A

## Administrator

Administrators are quiet, cautious people who are less concerned with what should be done and more concerned with how it should be done. They need to know what process will be used before joining in on the action. They are uncomfortable with ambiguity, uncertainty, and spontaneity. Unplanned activities feel chaotic to them. Administrators prefer a system of routines for ongoing activities, so they can be conducted in the smoothest manner possible. They bring stability and order to activities. They are slow and careful in decision-making because they track each detail to make certain it is handled properly. They may say "no" to new proposals at first, in order to slow things down so they can think through the proposal and offer an opinion once they have worked through their concerns.

# E

## Entrepreneurs

Entrepreneurs are the dreamers. They are not interested in the results being attained today because they would rather focus on bigger potential achievements in the future. Entrepreneurs are energized by challenges, exciting opportunities, new possibilities and future achievements. They are talkative and charismatic. Their excitement is highly infectious, and they love being at the center of attention. They can come up with several different grand future schemes every few minutes when inspired. Entrepreneurs love dramatic change and they have vision for how things could be. They are the only type of leaders who seek out and stimulate major changes. They help teams anticipate and adapt to changes.

# I

## Integrators

Integrators are team-builders. They care less about procedures and tasks and more about interpersonal or group interaction. They attend to peoples' needs, views, motivations, complaints and conflicts to foster a constructive working environment. Integrators help people focus on shared goals. They are less concerned about formal roles and titles, and more concerned that people work well together, each doing whatever it takes to achieve their collective mission. The measure of an Integrator's success is a team that is unified and functions together as a whole.

<sup>1</sup>Adizes, Ichak. *Corporate Lifecycles: How and Why Corporations Grow and Die and What to do about it.* (Englewood Cliffs, N.J.: Prentice Hall, 1988.) Print.

# APPLY THIS TO YOUR LEADERSHIP TEAM:

It's important that you are aware of who you are as a leader and how the leaders around you work, so that you can be a healthy, flourishing, supportive team. So take time together right now to discuss who God has made you to be.

**Note:**

*Most people are a combination of 2 of the 4 types making them a more balanced leader. But most likely, one is prominent in your life.*

## 1 Start With Yourself...

Individually, ask yourselves the following questions to better understand the type of leader that you are. What natural leadership styles do you have?

<b>What motivates and excites you?</b>	<b>What will cause you fear?</b>	<b>What weaknesses do you have in your leadership style?</b>	<b>How can others on your leadership team help you succeed?</b>	<b>What can you offer to others?</b>
<p>Crossing things off to-do lists? Helping things get done in the best way possible? Dreaming big about the future? Helping people work together? (This answer is the most telling way to see which of the 4 above leadership styles you most likely are).</p>	<p>Not accomplishing something by a deadline? An unexpected situation? Boring routines? Conflict between leaders? (Help your leaders know how to help you. They should know what parameters to give you, roles that will be fulfilling to you, and even what aspects of leadership will cause you undue stress).</p>	<p>How can others' strengths complement your areas of weakness? Who do you see around you on your leadership team with strengths that might complement you? (Knowing your weaknesses is a great way to celebrate the strengths in others. This helps you avoid any sort of pride you may be tempted with. No one is a perfect all-around leader, and you need each other).</p>	<p>How can they encourage you? Would you prefer to have freedom to creative and try new things? Would you like to offer ideas you have to help things improve? (Know this about yourself so you can communicate with your team what you need to flourish as a leader).</p>	<p>How can your strengths benefit the team? How has God gifted you? How can you help your club's mission to reach your school? (Know this so you can take initiative to serve in roles that best fit your strengths and gifts).</p>

## 2 Compare Your Answers as a Leadership Team:

Go over your answers to these questions together, intentionally trying to learn about each other with a fresh perspective, appreciating your differences and unique gifts from God. Remember that these differences are good differences. But also discuss where there might be conflict because of your differences (talk through this so you aren't shocked if and when it happens later). Talk about how your different types of leadership styles can improve the way your leadership team will function this year and how you can work together to accomplish the mission God has put before you. Finish this time together by praying together for unity. Pray that God gives you a deep love and appreciation for one another and that you grow closer and closer together as a team.

***“ Behold, how good and pleasant it is when brothers dwell in unity” (Ps. 133:1).***



# Believe it can happen

Students share how they've grown through outreach

“As our club looks back on the school year, we have seen a year of total growth and transformation. God has truly blessed our club and campus.

We have seen our club intimately grow as a family and have watched students begin to share the gospel with excitement.

***Our leadership team has grown immensely this year, seeing God provide in even the most stressful of planning circumstances.***

We thank God and give Him all the glory and honor for the work that He did through our club, the lives that He changed on our campus, and the ways in which He will work through La Habra High School and CSP in the years to come!”