

The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things....RONALD REAGAN

March 2025

## DIFFERENCE BETWEEN

# VS.

### BOSS

- Drives employee
- Depends on authority
- Inspires fear
- Says, " I "
- Places blame for the breakdown
- Knows how it is done
- Uses people
- Take credit
- Commands
- Says, " Go "

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### LEADER

- Coaches them
- On goodwill
- Generates enthusiasm
- Says, " We "
- Fixes the breakdowns
- Shows how it is done
- Develops people
- Gives credit
- Asks
- Says, " Let's go "

## Which Leadership Style is Yours?

**Autocratic Leadership** - Staff and team members have little opportunity to make suggestions, even if these would be in the team's or the organization's best interest.

**Bureaucratic Leadership** - Bureaucratic leaders work "by the book." They follow rules rigorously, and ensure that their people follow procedures precisely.

**Charismatic Leadership** - These leaders inspire enthusiasm in their teams and are energetic in motivating others to move forward.

**Democratic/Participative Leadership** - Democratic leaders make the final decisions, but they include team members in the decision-making process.

**Laissez-Faire Leadership** - This French phrase means "leave it be," and it describes leaders who allow their people to work on their own.

**People-Oriented/Relations-Oriented Leadership** - With people-oriented leadership, leaders are totally focused on organizing, supporting, and developing the people on their teams.

**Servant Leadership** - When someone at any level within an organization leads simply by meeting the needs of the team, he or she can be described as a "servant leader."

**Task-Oriented Leadership** - Task-oriented leaders actively define the work and the roles required, put structures in place, and plan, organize, and monitor work.

**Transactional Leadership** - This leadership style starts with the idea that team members agree to obey their leader when they accept a job.

**Transformational Leadership** - Transformational leaders are inspiring because they expect the best from everyone on their team as well as themselves.

**Management**  
*is doing the right things.*

**Leadership**  
*is doing things right.*

### Questions to Ponder...

What do you think are your best leadership qualities?

When being led, what style of leadership do you respond to best?

How can you incorporate these two important answers to understand how best to lead or be led by your group members?

What are the leadership styles or qualities of other people in your group?

What leadership styles or qualities are missing within your group?

If you are the group leader, how can you work to incorporate those missing styles to ensure the group is working as effectively as possible?

How can you intentionally evaluate the effectiveness of your leadership style with your group members?

*"When the best leader's work is done, the people say, 'We did it ourselves'".*



**Lao Tzu**

*Successful leaders have a united team working with them and good decisions are almost always made by consensus. The main role of the President is to provide leadership and direction to the Management Committee to ensure their Club embodies the true spirit of Probus - friendship, fellowship and fun. While the President and the Management Committee will deal with administrative matters as part of their role, the focus should be on the engagement and retention of members and the growth of their Club....*  
*The Role of the President – PSPL Handbook*

### Who are the Leaders in Your Life?

Often times the most influential leaders in our lives are not famous or well known. They are ordinary people who do extraordinary things (no matter how small) and make an indelible impact on our lives. These are the people we look up to in our lives. Take a minute to think about these phenomenal people.

*List 3 people you look up to:*

- Why do you look up to them?
- What qualities do they exhibit that make them invaluable leaders in your life?
- How do you want to emulate them?

### Quick Tips

Here's a list of potentially successful leadership traits. It is important to recognize that in and of themselves, these traits do not make a leader. Rather it's how you shape and develop these qualities that allow you to successfully lead others.

Creativity	Ambition
Strong Values	Cleverness
Motivation	Trustworthiness
Imagination	Empathy
Sense of Humour	Open-mindedness
Persistence	Confidence
Organization	Calmness
Intelligence	Intuition
Adaptability	Likeability
Dedication	Tolerance
Loyalty	Goal-Oriented
Passion	Commitment
Others?	