

TLP Five-Minute Read Over Coffee – All about management styles

I have recently worked with two managers who I respect a lot - reflecting on how they would describe their management styles.

From this we explored some interesting language as we looked to give shape to how they would describe themselves as managers.

Get in contact with me toby@tlp.lu to find out more about my work.

The language of management styles:

1) Do you like to **delegate** (allocate tasks to your team). Even more importantly do you look to **empower** your team - in giving them the confidence to do these tasks?

2) Do you view yourself as **decisive** - are you able to take good decisions, quickly?

3) Do you need to be **directive** - and give clear instructions to your team? This word can be positive or negative in feeling.

4) Are there situations where you try and be **democratic/consensus seeking** in looking to build agreement within your team?

5) Are you **'hands on'** in your management style? Do you need to get involved in the detail. We also use the expression **'to get your hands dirty'** in the project/activity. The negative expressions used in this context are to be **'controlling'** or to **'micromanage'**.

6) Alternatively, do you need to be **'hands off' (laissez faire)** and focus on the big picture? You deliberately don't or don't want to get involved in daily operations.

7) Are you **strategic** in your management style? Do you give time to think about the future of your organization in 1,2 or 5 years?

8) Are you **accessible/approachable** in your style? Do people feel they can come and talk to you with openness and honesty?

9) Are you **task-focused** or **people-focused** in your management style? Is your priority the 'result' whatever that looks like? Or is your focus the people, their wellbeing/feelings/motivation levels.

10) Are you **calm** and **consistent** in your management style or do you recognise you can be **volatile/emotional/temperamental**? Can you be easily triggered by your team, or have you developed an ability to find some professional distance/calmness?
