

Managerial Style

TEAM REPORT

TEAM MEMBERS:

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DISTRIBUTION OF BASIC MANAGERIAL STYLES

DECISION MAKING



ACHIEVEMENT OF GOALS



The results are charted as weighted scores.

DESCRIPTION OF THE MOST PREFERRED MANAGERIAL STYLE

MENTORING LEADER (64%)

56 73

The preferred managerial style is characterised by the ability to lead and progress towards a strategy and vision. The mentoring leader puts a lot of emphasis on the abilities of their team members; they actively develop them, and share their experiences and knowledge with them. Such a person has typically a lot of professional authority, is able to lead by example and instil in others enthusiasm and passion for the common goal. Such a person has a clear idea of what is right and tries to pass it on to the team. Such a person spends time with the team members, helps them readily with advice but also coaches their skills and shadows them in practice. The mentoring leader tends to be very successful everywhere where specific knowledge, expertise and skills are called for. Their team usually excels over others. At the same time, such a person knows how to present a clear vision to others even when the skills of the team members equal their own. They focus on career planning; they usually like to cooperate closely with HR specialists and managers. They care about inner motivation and the level of motivation of team members; they are aware of the others' key role in the success of the whole company. The mentoring leader tends to be more successful in companies where they have enough time to spend with their team. They regard expertise as important. The risk is a transfer to another position where they cannot rely on their expertise. This may lead to their enthusiasm becoming idle – such a person would find it hard to adopt another managerial style and would not integrate with the team.

ADVANTAGES

- emphasis on the development of subordinates and their involvement in the topic
- passion for the subject, professional authority and willingness to mentor
- willingness to push the team and strive for excellence
- motivation by purpose and self-validation

POTENTIAL RISKS

- the tendency to be more of an expert than a manager
- limitations in own field, discomfort in other fields
- less specificity and thus less ability to describe the necessary procedures

DEVELOPMENT SUGGESTIONS

- To not try to be an expert and visionary in everything the team works on. Focus more on the practicalities of leading and working with people. To give less advice and ask more questions about their own practices.