What's your leadership style?

How much do you understand about how you like to lead? Each quarter we're describing one or two of the leadership styles in the Blake Mouton Managerial Grid.[1] Maybe you'll see some of yourself in one or more of these styles.

Concern for people

High

Low

Country Club Management

Team Management

Middle-of-the-Road Management

Impoverished Management

Produce-or-Perish Management

Low   Concern for results   High

The Blake Mouton Managerial Grid[1]

Robert Blake and Jane Mouton's grid helps leaders understand their natural tendencies using two spectrums:

- **Concern for people.** How much do you focus on your employees' feelings, happiness and interests?
- **Concern for results.** How much do you focus on your organization's needs and production outcomes?

Blake and Mouton defined five leadership styles based on where you fall in these two areas on the grid. So far we've reviewed the country club, produce-or-perish, impoverished and middle-of-the-road management styles. This article explores the last style in the grid, "team management." And we think you'll find we saved the best for last.

Team managers

What makes the team management style the most effective of the five options? These leaders don't just care about the job that's getting done; they care about the people doing the job. They understand that taking care of results and staff members can be complimentary goals.

Because they're committed to the mission at hand, they're able to motivate their staff to perform at a high level. And their teams feel respected and valued, which inspires them to work harder. Team managers work to ensure their staff understands why their work matters. And they involve them in decision-making along the way.

You can work on improving your team management style by tapping into your own passion. Why do you enjoy your work? Why do you value your staff? When you believe that both are equally important, it will show. And your staff will appreciate it.

[1]Blake, R. and McCanse, A. Leadership dilemmas — Grid solutions. Gulf Professional Publishing. March 8, 1991.

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