Agenda

1. Styles of Leadership
2. Building Relationships
3. Inspirational Stories
Styles of Leadership
Creating a Leadership Pipeline: Developing the Millennial Generation Into Finance Leaders
Charismatic

Exemplified by -

1) show concern, deep emotional connection

2) identified in times of crisis

3) moral compass first, improve upon the status quo
Participative

Exemplified by -

1) democratic leader, increases possibilities
2) is a facilitator of ideas and information
3) 1. air problem, 2. others debate, 3. step in and lead forward
Style #3

Situational

Exemplified by -

1) situation and capabilities define action

2) adjusts to limitations in front of him/her

3) 1. directing, 2. coaching, 3. supporting, 4. delegating
Transactional

Exemplified by -

1) clear chain of command, focus on results
2) motivates with rewards and punishments
3) expectations are set, dislike change
Transformational

Exemplified by -

1) quietly motivate and inspire followers
2) give followers autonomy and authority
3) empower followers to use strengths, creativity and change
Quiet

Exemplified by -

1) leads by example, work is subtle

2) ego/aggression aren’t constructive

3) strongly task-focused, prepared and attentive to details
Servant

Exemplified by -

1) care for followers before self
2) serve community, see big picture
3) listen, self awareness, stewardship, conceptualization
Group Activity

What are the **advantages** of this style?

What are the **disadvantages** of this style?

10 minutes

Select one person to report back to larger group
Robert Waldinger:

What makes a good life? Lessons from the longest study on happiness

TEDxBeaconStreet · 12:46 · Filmed Nov 2015

35 subtitle languages
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Procedures / Constraints
Emotion - Fear
Fear - Criticism of Work

Introvert / Less Powerful
Implementor

Pace / Consistency
Emotion - Non-emotional
Fear - Loss of Security

People / Favorable

Task / Unfavorable

Problems / Challenges
Emotion - Anger
Fear - Being Taken Advantage Of

Extrovert / More Powerful
Innovator

People / Contacts
Emotion - Optimism
Fear - Social Rejection

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Building Trust
Group Activity

1. opening lines of communication
2. managing time
3. sharing resources
4. achieving strategic objectives
5. engaging employees

10 minutes

Select one person to report back to larger group
Inspirational Stories
“When you grow up you tend to get to the way it is and your life is just to live to bash into the walls too much…that’s Life can be much broader once you do fact — everything around you that you made up by people that were no sm shake off this erroneous notion that life just going to live in it versus make you Once you learn that, you will never be

Steve Jobs’ 1995 interview - Santa Clara Valley Historical Association
Autonomy: The urge to direct our own lives

Mastery: The desire to get better and better at something that matters

Purpose: The yearning to do what we do in the service of something larger than ourselves

These are the building blocks of an entirely new operating system for our businesses.

- Dan Pink
Inspirational Women

J.K. Rowling

1 - Raised in humble economic means

2 - Harry Potter series

3 - Britain’s 13th wealthiest woman
Oprah Winfrey

1 - suffered significant abuse

2 - Oprah Winfrey Show

3 - Richest African American of 20th Century, $51M to charity
Benazir Bhutto

1 - Harvard and Oxford education

2 - Her father was hanged

3 - Prime Minister during 3 different periods of time
Group Activity

1. who did she influence
2. how her uniqueness helped her
3. her accomplishments
4. her predominant leadership style
5. lasting legacy she created

10 minutes

Select one person to report back to larger group
Review

1. Styles of Leadership
2. Building Relationships
3. Inspirational Stories
Be the person you needed when you were younger.

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