

Leadership Styles: Task Oriented vs People Oriented Scenarios

Both **Task Oriented** and **People Oriented** leadership styles are needed in any organization. Knowing when to turn up and turn down these qualities is one mark of an excellent leader.

Task Oriented	People Oriented
<p>The Hands-Off Leader doesn't see the need to provide feedback, continuous input, or scrutiny to their team. Usually there is a good reason for this: they tend to work with highly-experienced and functional groups.</p>	<p>The Trainer works to develop the team members to make them more efficient and stronger at their jobs.</p>
<p>The Autocrat manages the direction of all goals and work, with little to no input from the team. They have all the power to make decisions, and they use it. They don't worry about input, and do not leave room for subordinates to sub-manage.</p>	<p>The Cheerleader/Coach takes an indirect approach, motivating and encouraging the team toward success.</p>
<p>The Bureaucrat knows the rules of the institution and has the team abide by them. When there are rigid policies and guidelines in place, the Bureaucrat makes sure that they are maintained and used to the best of their ability.</p>	<p>The Democratic Leader is a facilitator who encourages discussion and the free-flow of ideas. The team expresses their ideas on the best course of action, the leader studies the options and then chooses based on the input.</p>

Scenarios: Read each scenario and determine which leadership style is the best fit.

1. United Computer Solutions has just received a contract to update the computer system for American General. United Computer Solutions will develop new software to aid in project management, business analysis, staff expansion, and web site development. They know the technology must work, schedules must be met, and budgets must be maintained, so they have asked for a representative from American General to serve as their primary contact. Which leadership style is the best fit to represent American General during this project? Why?
2. NASA scientists are studying ways in which Mars can be an inhabitable planet. This team of experts must consider and test many factors such as plant growth, food preparation and consumption, waste disposal, and living conditions – just to name a few. Which leadership style is the best fit for this group of professionals? Why?

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3. MindMax, Inc. is looking for innovative ways to expand their customer base. They want to offer a wider variety of products with supporting services. They want all their employees on board with the expansion, so that everyone feels a sense of ownership and pride in their new products and services. Which leadership style is the best fit to coordinate this project? Why?

4. Courtney has recently been given the task of managing a small group of difficult employees. This group of people tends to be inherently lazy and does not seem to enjoy working. When asked to complete a group task, employees tend to pass work along to others, so that everyone is not doing their fair share of the job. They do not seek to understand the intricacies of the various projects and fail to take responsibility when something goes wrong. Which leadership style will Courtney need to “turn up” to keep this group productive and accountable? Why?

5. Vision Craft believes that employee development is crucial to the success of their business. They have struggled with implementing an employee development plan and need a leader to manage this important component. Which leadership style is the best fit to manage this project? Why?

6. Industry Essentials, Inc. has been working on a project for over 18 months and employees are feeling discouraged about their progress. Although everyone knew that results would not come quickly, some can no longer see the light at the end of the tunnel. The amount of changes that have taken place throughout the project have impeded the progress and confused the system. This project is hugely important and will serve as a launching pad for future, reciprocal business. Which leadership style is needed to help employees get back on track? Why?