

OVERLAPS BETWEEN LEADERSHIP STYLES

Writer: -

Murtadha Albuai MSc, PMP®, PMI-RMP®
Cost Control Engineer II at International Maritime Industries



Introduction

Leadership is a key concept that being used in the past decades. Due to the variety of people personalities and type of industries, too many styles of leadership were introduced and each one has its own definition and specifications. However, with high volume of different leadership styles, the overlaps between them could be figured out. This article aims to address the overlaps and the factors that affect the role of leadership in project environment.

1. Charismatic & Transformational Leadership

There are two overlaps between charismatic and transformational leadership styles.

- In charismatic leadership style, sensitivity to follower needs is a factor. Similarly, transformational leadership style has one factor that deals with individualized consideration which addresses the follower needs.
- In charismatic leadership style, creating an attractive strategic vision is a factor. In the same manner, transformational leadership style has inspirational motivation factor which deals with how the leaders address a vision that inspire followers.

2. Transactional, Servant & Ethical Leadership

Transactional, servant and ethical leadership styles have only one overlap. Ethics of justice is a factor for transactional leadership style. Wisdom is a factor for servant leadership style. Lastly, justice orientation is a factor for ethical leadership styles.

3. Authentic & Ethical Leadership

There is only one overlap between authentic and ethical Leadership. Internalized moral perspective which deals with moral standards and person values is a factor for authentic leadership style. Likewise, ethical leadership style has two factors that are related to moral perspective. The first one is human oriented factor which deals with dignity and respect. The second one is justice oriented factor which deal with fairness.

4. Pragmatic & Ethical Leadership

The existed overlap between pragmatic and ethical leadership falls in one factor. In pragmatic leadership style, social fabric which deals with stakeholders and social parties considered as a factor. Ethical leadership style correspondingly deals with sustainability orientation that focus in welfare of society.

5. Charismatic & Authentic Leadership

Dealing with challenges or risks is a common factor in both charismatic and authentic leadership. In charismatic leadership style, handling personal risks is considered a factor. In the same way, authentic leadership style has the balanced processing factor that is related to challenges.

Conclusion

The most effective factors of leadership styles are sensitivity to follower needs, creating an attractive strategic vision, ethics of justice, wisdom, moral perspectives, social fabrics, dealing with challenges or risks, motivating followers and culture.