

DECISIVE AND DEMOCRATIC
LEADERSHIP: YES BOTH!

Dr. Joan Straumanis, Ashby Village

AGENDA

- Leadership Terminology Allergy
- Exercise: Leadership Recruitment with a Twist
- Training: “Decisive Democratic Leadership”

A democratic (but indecisive) leader ...

- Inefficient, slow to conclude/decide
- Deferential, insecure
- Worried about being liked
- Evades difficulties, avoids conflict
- But generates conflict among others

A decisive (but undemocratic) leader ...

- Opinionated, overconfident, “knows it all”
- Egotistical, dismissive, impatient
- Risks error, isolation, burnout
- Generates conflict with others

A Decisive Democratic Leader . . .

- Well informed, creative, transparent (but not necessarily neutral)
- Offers opinions, proposals (but not wedded to any)
- Entertains/offers alternatives: evaluates, concludes
- Moves discussion towards agreement (not necessarily consensus)
- Takes responsibility (our decision, or if necessary, my decision)
- Follows up/thanks, ensures institutional memory

THANK YOU

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