

Reflection Presentation



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Introduction



Throughout this course, the concept of strategic thinking and leadership intertwine. Olson and Simerson (2015) state “Strategic thinking only matters if it leads to purposeful action”(p.xxv). Therefore this presentation will analyze my strategic leadership style as it pertains to my role as a leader. Within the text, four strategic leadership types define how leaders formulate and execute strategy. They are Directive, Visionary, Incubating, and Collaborative. In studying and reviewing each approach both Collaborative and Directive models highlight my most effective framework observed by myself and others.

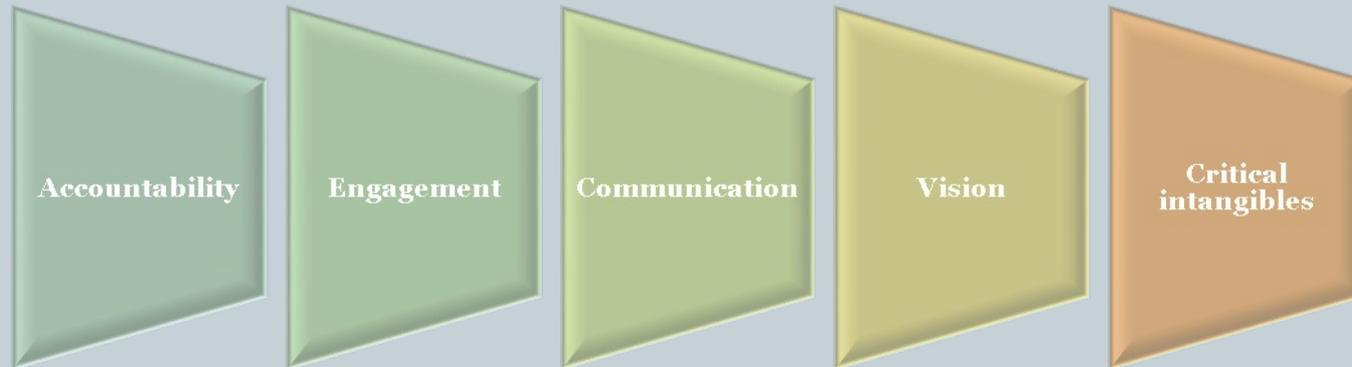
LEADERSHIP



Leadership has been defined in many different ways, but most definitions share the assumption that it involves an influence process for facilitating the performance of a collective task (yukl,2013, p.20)



Five Key Attributes of Leadership



STRATEGIC LEADERSHIP



“Strategic leadership means integrating strategic thinking and leadership” (Olson & Simerson, 2015, p.30).

Importance of Strategic Leadership



- Olson and Simerson (2015) stated “Strategic leadership applies to both strategy formation and strategy execution” (p.33).

strategy formation  strategy execution

- These actions define the importance of strategic leadership.

Two Simple Questions



How will you gain strategic insight?

- Planned vs. Emergent



**STRATEGIC
INSIGHT™**

The logo for Strategic Insight, featuring the words "STRATEGIC" and "INSIGHT" stacked vertically in a bold, sans-serif font. The "INSIGHT" part is enclosed in a rounded rectangular box. The entire logo is set against a white background within a light blue square.

How will you drive strategic change?

- Directive vs. Participative



Strategic Change

A solid light red rectangular box containing the text "Strategic Change" in a simple, black, sans-serif font.

Strategy Formation



- Emergent

- Unfolding & evolving

- Planned

- Well -defined & determined

STRATEGY
FORMATION

Strategy Execution



- Directive

“Operating in a top-down and rather unidirectional manner”(Olson & Simerson, 2015, p.49).

- Participative

“Participative,” involving others in the process in a rather multidirectional manner”(Olson & Simerson,2015, p.49).



Four Types of Strategic Leadership



Framework of Four Types of Strategic Leadership





Strategic Leadership Type



But first, what is a strategic leader?

- Strategic leader is an individual who—regardless of role, position, or title—intentionally takes advantage of opportunities to think strategically, influence others toward a chosen course of action, and garner needed buy-in, commitment, and advocacy (Olson & Simerson, 2015, p.52).



FRAMEWORK

Behaviors

Considerations

Relevant Skills

STRATEGIC LEADERSHIP

Strategic leadership combines the range of choices a leader faces in a simple, unified framework (Olson & Simerson, 2015, p.52).

My Leadership Styles

● Directive Leadership

According to Olson and Simerson (2015)

“Directive leaders take ownership for the overall system that drives and supports high performance, they take full and final responsibility for all aspects of strategy formation and strategy execution” (p.84).

● Collaborative Leadership

Collaborative leadership according to Olson and Simerson (2015) “Spend more time working with a smaller circle of counterparts than either directive or incubating leaders. They use this time to get work done; focusing on identifying and working through the matters that create shared value” (p.103)

Directive Leadership

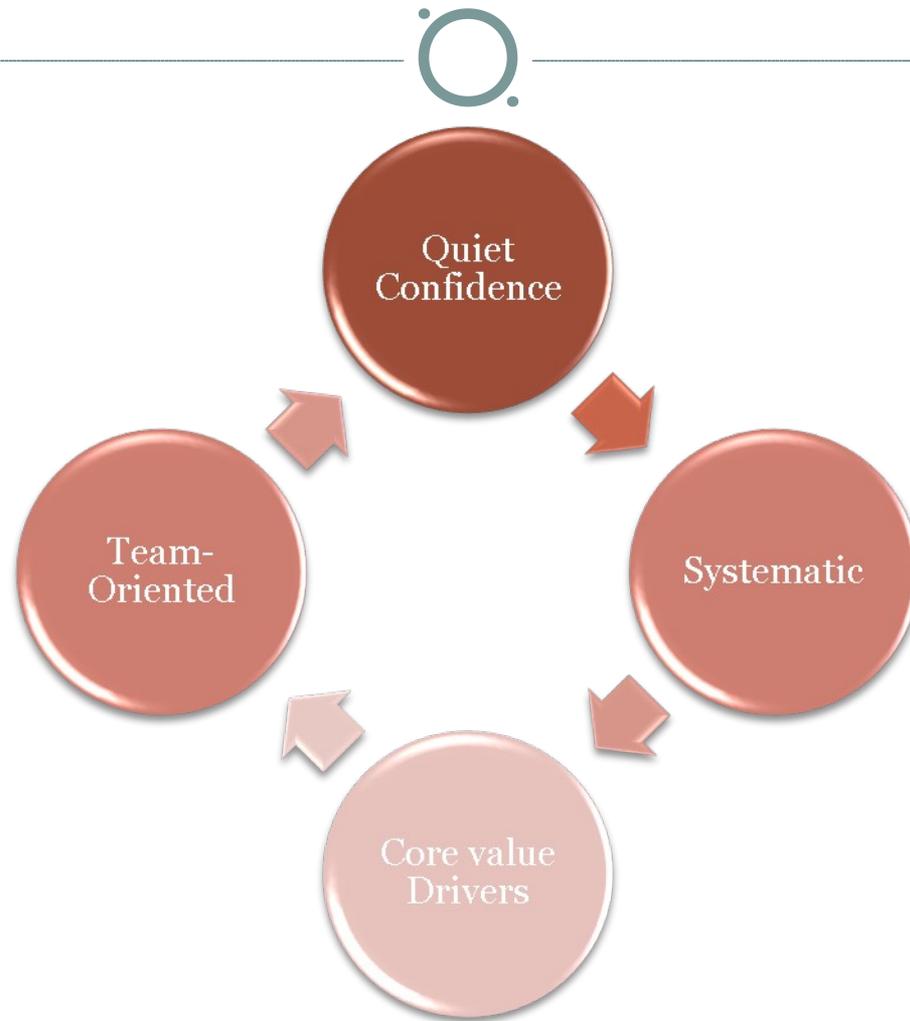


**THESE LEADERS ARE “CONFIDENT AND DECISIVE
“(OLSON & SIMERSON, 2015, P.720.**

A 3D rendered image of the word "CONFIDENCE" in a bold, metallic, blocky font. The letters are dark grey with a reflective surface, casting soft shadows on the light brown background below them.

CONFIDENCE

Directive Leadership Characteristics



Directive Leaders



Impact of Directive Leaders



- “Directive leaders typically have little direct responsibility for delivering the end product or desired strategic objective, but they have a broad impact on how others do so”(Olson & Simerson, 2015, p.83).

- “At their best, directive leaders are perhaps one of the most compelling examples of achieving results through others” (Olson & Simerson, 2015, p.83).

Collaborative Leaders



The Collaborative Type: Driving Strategy through Cocreation

Typical Characteristics of the Collaborative Leader



Find Opportunities

- **By: Partnerships**

“They seek out and thrive in teams, which seems to unleash a certain creative energy in themselves and in those with whom they work”(Olson & Simerson, 2015, p.101-102).

Building Relationships

- **By: Communication**

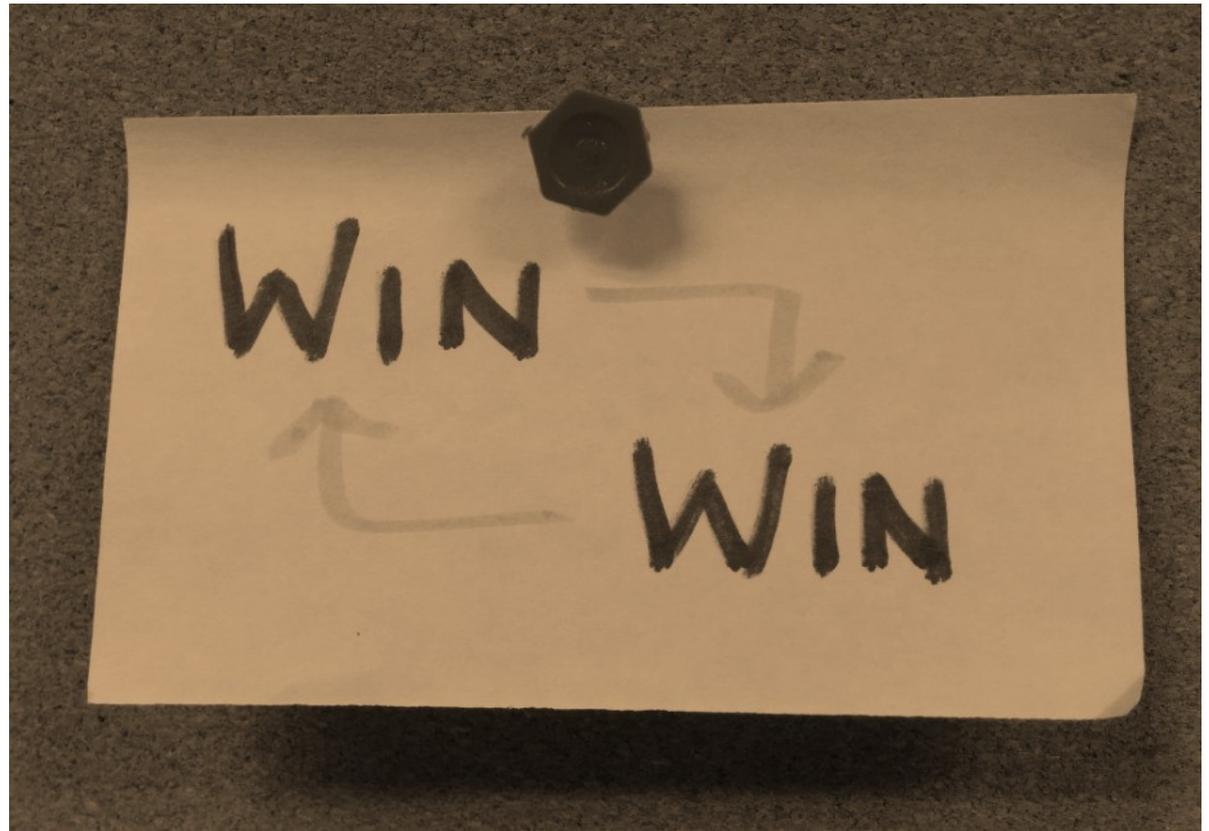
“They are seen as enhancing a team's ability to get work done, at times playing the role of coach, advisor, mediator, devil's advocate, or cheerleader”(Olson & Simerson, 2015, p.105).



The Focus

Win- Win Situations

“Faced with a dilemma, they are prone to seek out a “third way” that can avoid creating winners and losers in a situation “(Olson & Simerson, 2015, p.103)



Collaborative Leaders :
What they do!

Build
Relationships

Listen

Find Common
Interest

Share Power

Demonstrate
Trust



Directive Leaders -PROS



Sense of Control

Credible



Directive Leaders- CONS



Removed

DEFINITELY LOVE
BIT DEPENDS PEOPLE
LITTLE SITUATION
SITUATION
PERSON
INTROVERT
EXTROVERT
EXTROVERT
INTROVERT

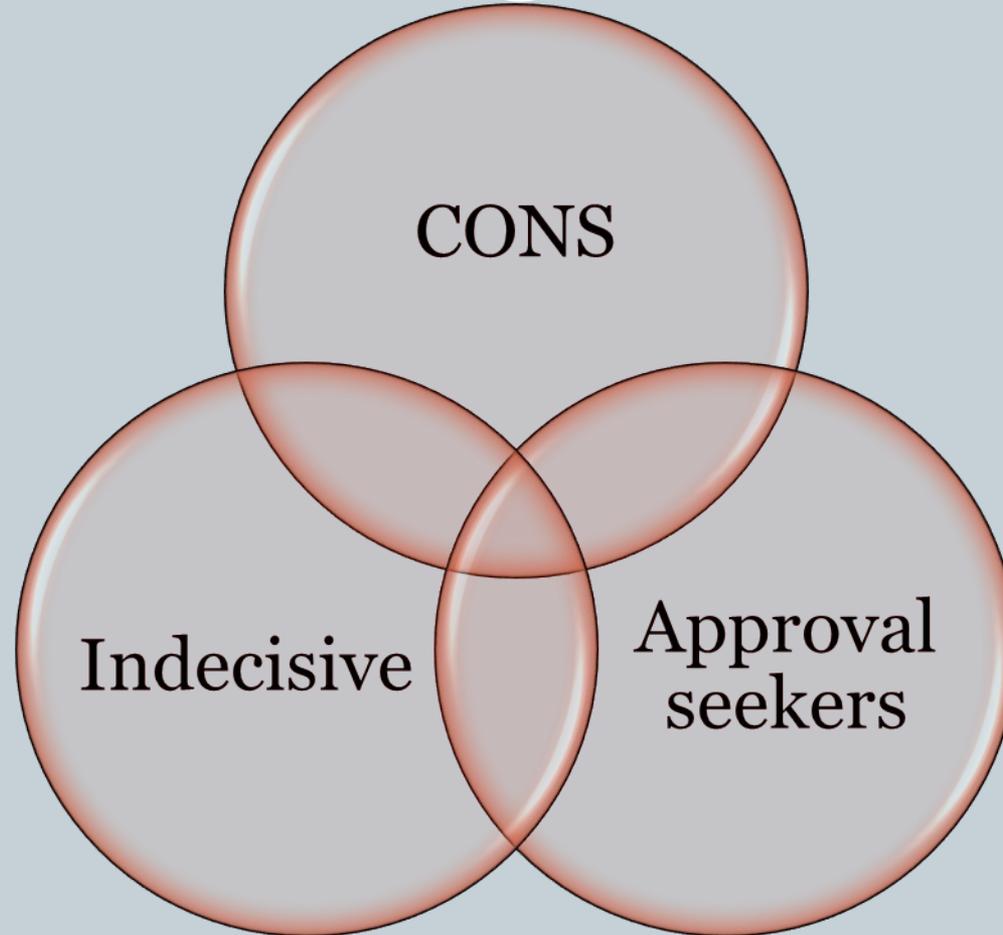
Controlling



Collaborative Leaders



Collaborative Leaders



Conclusion



Directive and Collaborative leadership styles are similar and different because of their focus and the impact in which they influence others. For instance, Directive leaders focus more on the organization itself. Whereas Collaborative leaders engage others extensively in strategy formation and execution (Olson & Simerson, 2015, p.116). However, what they do enables their actions to strategically acquire results, drive change and implement change.

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