



Styles of Influence and Types of Leadership

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From the video...

Bruce Wayne / Batman exerts **influence** on various people in the movie. Take a moment to discuss in your group how he's able to influence various people. What do the following characters see in Bruce Wayne / Batman?

- **Fox** (Morgan Freeman's character)
- **Bruce Wayne's rich friends**
- **Harvey Dent**



- Why does **Fox** follow Bruce Wayne?



- Why do Bruce Wayne's **friends** follow him?



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- Why does **Harvey Dent** follow Batman?



Leadership is influence.

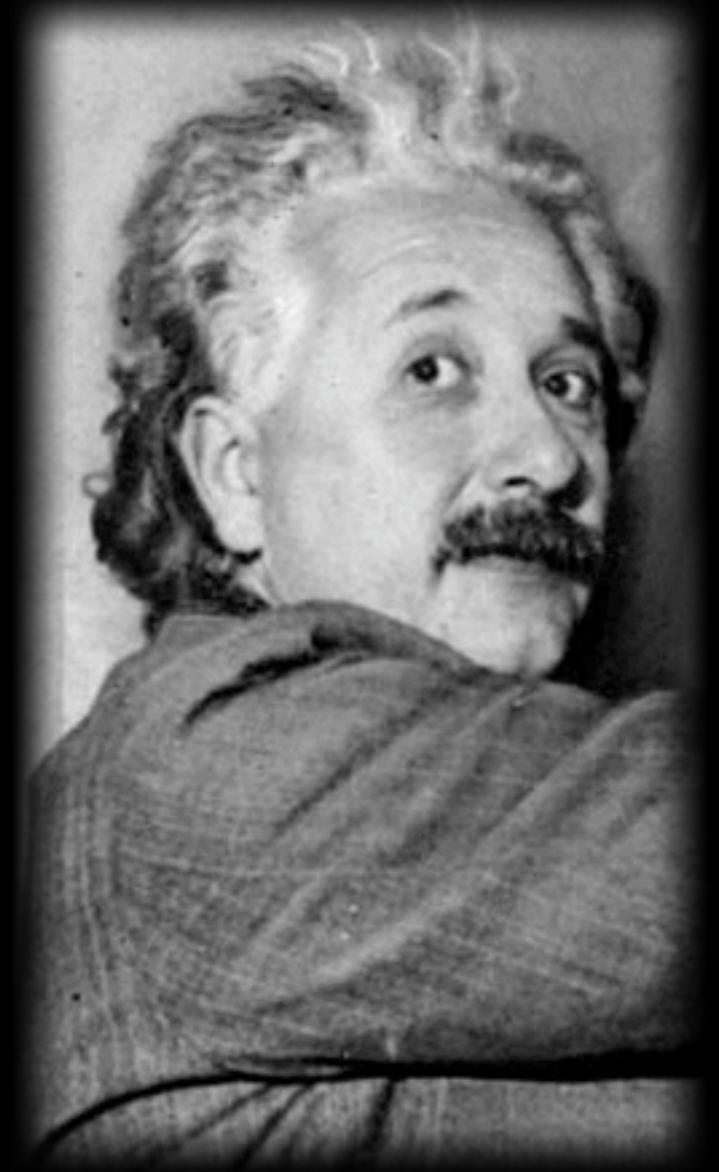
- John C. Maxwell.

Archetypes of Influence

- **ALL of us** are influential.
- Some of the influence we have is because of **who we are** (our personality, our natural inclinations).
- Some types of influential are so universal, we can call them **archetypes**.

The Rationalist

- Known for the power of **INTELLECT**.
- *Articulate analysts* who come up with powerful ideas and share them with the world.
- Examples include Albert Einstein and Bill Gates.



The Idealist

- Known for the power of **CHARISMA** and **VISION**.
- *Social visionaries* who are generally well-loved.
- Examples include Mohandas Gandhi and Jose Rizal.



The Guardian

- Known for their **DEDICATION AND INTEGRITY.**
- *Honest workers* who lead by paying attention to--and doing-- “the dirty work.”
- Examples include Sam Walton and Aung San Suu Kyi.



Types of Leadership

- Some of the ways we influence are not just what we're born with, but the style or type of leadership **we choose** to use.
- These styles of various advantages and disadvantages, but are effective depending on the **context**.
- Most situations will require a **mix** of styles.

I. Coercive / Autocratic

- Relies on **POWER / FORCE**.
- Can be useful in emergency situations.
- Generally negative / unhealthy in the long term for most institutions.
- Examples might include military leaders.



2. Affiliative / People-Oriented

- Relies on **SOCIAL SKILLS**.
- Helpful at promoting team harmony and cooperation.
- Needs to be supplemented to ensure tasks are completed.
- Examples include team captains.



3. Democratic Leadership

- Relies on **EMPOWERMENT**.
- Helpful for building trust, confidence, and a sense of belonging.
- Ideal in many situations, but time-consuming (long-term goal).
- Examples include democratically-elected heads of state.



4. Authoritative Leadership

- Relies on **A CLEAR VISION.**
- Helpful for guiding organizations through change.
- Ideal in many situations, but often dependent on unique qualities of individuals.
- Examples include CEOs trying to re-invent a company.



Reflection Questions

- What are some of the **skills and abilities** that you have that make you influential?
- Which **archetype** of influence do you most relate to? Explain and give examples.
- Think of the organizations that you are a part of. What **type of leadership** is needed in those organizations?