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**LDR 815 Assignment #1 Discussion**

**Essential Element: Leadership Styles – Two Examples**

**Introduction**

For this assignment I am asked to select a Course Essential Element. I have selected the element of Leadership Styles, with a focus on the two styles that I feel will best serve me in my work as a volunteer director of an all-volunteer Hospital Foundation.

**1. Authentic Leadership**

Authentic Leadership is a philosophy that identifies that the character of a person is the most important factor in determining leader success. It posits that to be effective, a leader first and foremost must be authentic-with self and then with others. It is important to note here that authenticity is about truth-telling...not relative truth, not half-truth, and not being bossy. Being authentic is about being honest because you care.

According to George (2007), Authentic Leadership is character. It is not just a superficial question of style. It has to do with who we are as human beings and the forces that shaped us (p. 85).

Becoming authentic is a developmental state that enables leaders to progress through multiple roles, as they learn and grow from their experiences. Authentic leaders are real and genuine. Authentic leaders are also constantly growing and learning from their leadership experiences.

**2.**

**Servant Leadership**

Servant Leadership, in contrast, is about focusing on other peoples' needs – not their feelings. Nonetheless, a servant leader shouldn’t avoid making unpopular decisions or giving team members negative feedback when this is needed.

In the 1970s, Robert K. Greenleaf (1977) redefined the way that we think about management and leadership. His idea was dubbed “Servant Leadership” and flips the traditional mode of management thinking and organizational structure completely upside down (1977/2002).

Servant leadership is essentially a philosophy and set of practices that enriches the lives of individuals, builds better organizations and ultimately creates a more just and caring world. ​​Leading and serving and inextricably linked. Thus, in order to lead effectively, one must master service.

**Conclusion**

Authentic and Servant Leadership add value to my leadership practice. A few insights gained are: A leader first and foremost must be authentic-with self and then with others.Being authentic is about being honest because you care.

Authentic leaders are real and genuine.Becoming authentic is a developmental state that enables leaders to progress through multiple roles, as they learn and grow from their experiences.

A servant-leader focuses primarily on the growth and wellbeing of people and the communities to which they belong.Servant leaders are intentional about filling people up with specific and authentic praise and acknowledgement.

From the above selected theories, I feel confident that their application will help our Hospital Foundation to sustain and rebuild itself into a greater and stronger organization than it was in the pre-pandemic world.

**WORKS CITED**

George, B., Sims, P., McLean, A.N. & Mayer, D. (2007). Discovering your authentic leadership. *Harvard Business Review*, 85(2), 129-138.

Greenleaf, R. K. (1977/2002). S*ervant-leadership: A journey into the nature of legitimate*

*power and greatness*. Mahwah, NJ: Paulist Press.