

Leadership Expressions

Leadership Expression unites data from the Profile personality matrix with selected theories about effective leadership and management, principles and processes. The sole purpose of this report is to create better awareness of dispositions that influence leader and manager effectiveness. Our intent is to help focus an organization's energies on the most positive ways for leading the company's people and managing the ways they perform their jobs. When using this or any "style" model, the thing to remember is that you are NOT one-and-only-one style. Instead you reflect all styles to some degree, and the amount you reflect them may vary slightly from one situation to another. The model described here is the "Style Parallax Model" developed by Jay Hall (1988). The four Profile related styles are: Developer; Taskmaster; Comforter; and Regulator. The relevance of these styles is that they differ substantially in their capacity to effectively achieve results through others. For full details refer to Hall's Models for Management: The Structure of Competence, Woodstead Press, 1988. Again, you are not just one style but rather a mix. However, if one style dominates your disposition towards leading and managing, then that style has precedence in characterizing your effectiveness. Read the short description of each style carefully and note the degree to which you "fit" the Profile for that style. Your purpose should be to address what it is in your personality dimensions that sustain a particular style of managing self and leading others.