

Leadership Styles

The example we set for our Apprentice

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What kind of leader are you, both in terms of managing your farm business and mentoring your Apprentice? The example you set for your Apprentice can help guide them toward developing their own good leadership and management skills, which are as important as the skills and knowledge of physically operating the farm.

Resonant Leadership Styles

Most capable leaders have resonance, the ability to employ emotions effectively to achieve success while remaining attuned to the feelings and perceptions of others. This is the most effective way to motivate employees to perform well and get the most out of their Apprenticeship experience.

Visionary: Visionaries articulate a vision and give clear direction which helps people move toward a shared hope or dream. They clearly articulate where the team is going, but not necessarily how it will get there.

Coaching: Coaches have one-on-one conversations with others, opening up an ongoing dialogue that effectively shares goals in ways that make sense to the Apprentice. They find stretch tasks for them to offer them a challenge that leads them toward greater skills and confidence.

Democratic: These leaders are consensus builders, people who really listen to others and take their opinions into account in making decisions. They listen to get people on board and make them feel that they matter and they're an important part of the team.

Affiliative: Affiliative leaders foster harmony among employees by connecting them with each other. They create settings in which people can spend time together, get to know each other, allowing them to bond together.

A good leader has at least four of the six leadership styles, including one of the dissonant styles.

Dissonant Leadership Styles

Dissonant leadership is more authoritative, maintaining a greater social and emotional distance from employees and approaching management in a more objective and logical way. This is important when work must be done and instructions must be delivered and executed urgently, but can be viewed by employees as being more cold and distant.

Pacesetter: Pacesetters are strong individual contributors who set high standards for themselves and employees. They lead by example, expecting people to be highly motivated and highly competent and to work as hard as they do.

Command and Control: These leaders issue orders and expecting them to be followed. To ensure success, they tightly monitor and control performance. When people do not follow through on expectations, there are consequences.