

May 2025

Leadership in Municipal Government

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Leadership

THE FOUNDATION

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What does leadership
mean to you?

What is your purpose?

What motivates you to
lead others?

Levels of Leadership

ASPIRING LEADERS

FRONT LINE SUPERVISORS

MIDDLE MANAGERS

SENIOR LEADERS

EXECUTIVE LEADERS

^L ELECTED OFFICIALS



Your Value System:

- ❖ Authenticity, Humility, Bold, Courage
- ❖ Selfless, Caring, Empathetic, Equitable
- ❖ Daring, Trustworthy, Family, Faith, Integrity |
- ❖ Money, Respect, Vision, Transparency
- ❖ Patience, Personal Development, Collaboration
- ❖ Trust, Innovation, Communication, Resilience
- ❖ Influence, Accountability, and Adaptability



Know Your Style



How to assess your leadership style

Knowing your leadership style is critical because it will help determine how you affect those under your influence.

SELF-REFLECTION QUESTIONS

- ✓ How do your direct reports view you?
- ✓ Do they feel you are an effective leader?
- ✓ Does it matter?

Know Your Style

AUTOCRATIC LEADERSHIP

Centralized decision-making is where leaders maintain complete control with minimal input from subordinates.

Strengths: Quick decisions, clear direction, effective in crises or highly regulated environments.

Weaknesses Reduces morale, creativity, and autonomy; less effective in knowledge-based organizations.

DEMOCRATIC LEADERSHIP

Leaders involve team members in decision-making, actively seeking input while fostering participation and shared responsibility.

Strengths: Higher team engagement, creativity, and commitment; builds trust and ownership.

Weaknesses This can lead to slower decisions and may create challenges when quick action is needed.

TRANSFORMATIONAL LEADERSHIP

Leaders inspire followers to exceed self-interests for organizational good by articulating a compelling vision and fostering growth.

Strengths: Drives significant positive change; connects individual aspirations with organizational goals; promotes innovation.

Weaknesses Can be exhausting to maintain; effectiveness depends on the leader's charisma and emotional intelligence.

Know Your Style

TRANSACTIONAL LEADERSHIP

Focused on supervision, organization, and performance through a clear system of rewards and punishments.

Strengths: Creates clear expectations and accountability; provides structured feedback and rewards.

Weaknesses Lacks inspirational elements; may not foster creativity or intrinsic motivation.

SERVANT LEADERSHIP

Leaders prioritize serving others first, focusing on growth, well-being, and empowerment of team members.

Strengths: Creates trust and collaboration; promotes sustainable success; builds strong relationships.

Weaknesses May be less effective in hierarchical organizations or crisis situations requiring a directive approach.

LAISSEZ - FAIRE LEADERSHIP

Minimal intervention where leaders provide resources and freedom for independent decision-making.

Strengths: Empowers skilled, self-motivated professionals; encourages ownership and innovation.

Weaknesses Problematic with less experienced teams; can lead to a lack of direction or coordination.



What's Your Legacy?



Start Date

End Date



May 2025

Thank You

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