

# Advanced Practitioner in Sustainable Leadership

Session LP3.1: Reminder about leadership culture, paradigms and style

# This session

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This session provides a quick reminder about

- a) leadership culture(s), paradigm(s) and styles
- b) at the macro, meso and micro levels of leadership/followership.

# Reminder about leadership culture & style

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## Each of the 4 leadership paradigms

- ◆ classical
- ◆ transactional
- ◆ visionary
- ◆ organic

## can operate at all leadership levels

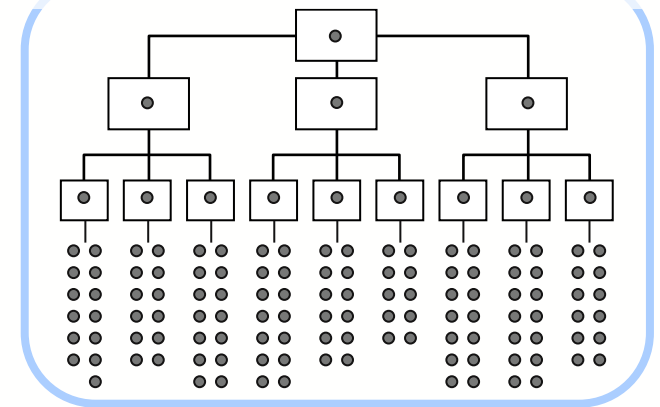
- ◆ macro (culture)
- ◆ meso (culture)
- ◆ micro (style)

# Reminder about leadership culture



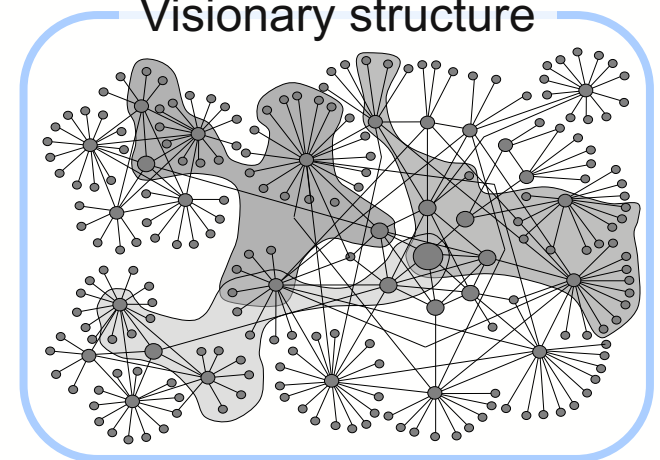
**At the macro-level**, leadership refers to systems, policies, practices and structures that have **organisation-wide** ramifications and potentially impinge on all members. This constitutes the organisational culture — and structure.

Classical/transactional structure



OR

Visionary structure



Culture can refer to:

- entire enterprises,
- subsidiaries,
- autonomous business units,

that share a prevailing leadership culture that reflects certain leaders'

- personal preferences (e.g. Virgin), or
- organisational imperatives (e.g. Army).

# Reminder about leadership (sub)culture

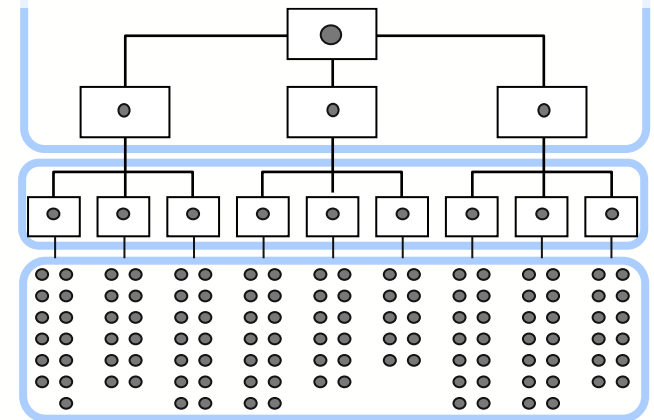


## Meso level leadership (sub)culture:

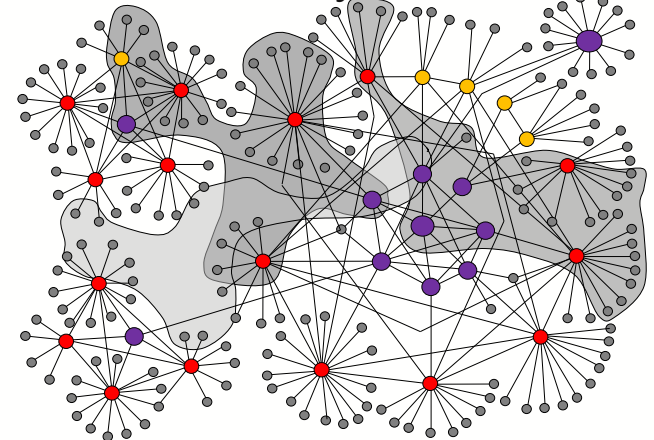
Distinct categories of persons within an organisation that **share a certain leadership culture or (sub)culture** that is compatible with the macro leadership culture. e.g.

- boards,
- C-Suite,
- departmental or functional managers,
- middle managers,
- front-line supervisors,
- team leaders,
- followers or subordinates

Classical/transactional structure



Visionary structure



# Reminder about leadership style



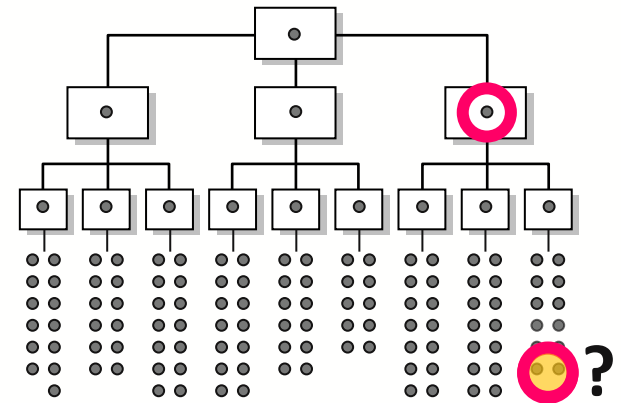
**At the micro level** (leadership style):

- individuals,
- dyads,
- small teams

tend to subscribe to a **leadership style** preferred by them and their organisation.

Remember, people at all levels of an organisation may be able to exercise leadership depending on the organisational leadership culture.

Classical/transactional structure



Visionary structure

