Leadership Styles and Conflict Resolution Styles

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Great leaders do just that, lead. A quote attributed to John Quincy Adams states that leaders inspire others to dream more, learn more, do more, and become more. When considering the multitude of accepted and researched management styles, it became apparent that my style has embraced the most successful aspects of democratic management. Democratic leaders thoughtfully guide employees through situations, providing guidance and helping the team develop solutions to emergent business problems.

Collaborative leadership

The first leadership style that inspires me is an open leadership style that comes through collaboration. This style is where employees feel both seen, heard, and valued. Team members take ownership of outcomes, which leads to increased engagement, innovation, and creativity on the project. The effect of this style is a team of workers where:

· Employees feel trusted, valued, and heard

· Inspired to excel at their work, work together with colleagues to create collaborative solutions to problems, and be involved with the process from start to finish

· Conflicts in the workplace are resolved quickly due to the culture of openness in the workplace

· Utilizing the diversity of the team to develop a solution

Transformational leadership

The second leadership style is where leaders can drive transformative change in the business and their employees. A study by Morison looked at how change management occurs when leaders

encourage team members to think, speak, and act in transformative ways. Teams who work under transformative leadership share goals, attitudes, and values and work toward the achievement of organizational strategies (Gautam & Enslin, 2019)

It is key to any industry's success that leaders ensure they have successors who will take on the leadership mantle. Leaders who embrace the transformational style encourage employees to develop their leadership styles flexibly and creatively. The results of this leadership style:

· Innovation is increased

· Employee confidence and self-esteem are boosted

· Employees adapt more quickly to change, disruptions, or challenging projects

· Creative thinking is encouraged

Being a transformational leader provides a better fit for leading complex groups and organizations, where followers not only seek an inspirational leader to help them through an uncertain environment but also want to be challenged and to feel empowered if they are to be loyal and perform well (Bass & Riggio, 2016)

Coaching

The final democratic management style I embrace is coaching. This style is practical when organizations want to promote and develop talent from within. Industries with competitive job markets benefit from this style. The costs associated with attracting and training new employees can be significant. This cost is negligible when you can qualify from within, and retention increases. Milite stated that leaders should be mentors and trainers for other employees. He said that companies must ensure that managers have teaching goals as a part of their regular

workload. Experienced managers can function as trainers and mentors for other workers. There are several benefits of this method of leadership:

· Employees and managers feel valued

· Employees see paths to learning and development

· Leaders develop a strong bond with their employees

· Employees are empowered to work to impress their "coach."

Coaches require training to ensure that implementation is done correctly. The incorrect implementation of coaching will create a toxic work environment where employees jockey for the favor of the "coach."

Conflict Resolution

The Thomas-Kilmann Conflict Mode Instrument (TKI) classifies learning styles into five major conflict management groups: collaborating, competing, avoiding, accommodating, and compromising (Walden University, 2021). Characteristics of an effective conflict manager include (Guttman 2004):

- Be Candid
- Be Receptive
- Depersonalize
- Learn to Listen
- Be clear
- Out-law Triangulation.
- Be Accountable
- Recognize and Reward

It is essential to learn when and how to use each style appropriately. For example, using the proper technique to resolve conflict will improve the climate of the working environment. A work environment free of conflict will lead to a more stable, productive team. In addition, these three styles work well in conjunction with the previously mentioned leadership styles:

Collaboration

When combining the democratic leadership style of collaboration with conflict resolution, the leadership team must reflect a combination of being assertive with a tone of cooperation. For example, when collaborating to find a solution, collaborative teams work together to find a solution through mediation to find a solution that is agreeable to both sides. Feelings are addressed rather than marginalized, improving morale.

Accommodating Style:

The opposite of competing is accommodating. Knowing when to be more flexible to preserve a working relationship is vital. You can adjust and let the other side appear to win in this situation. This method should only be used when the outcome is less important than preserving the relationship.

Compromising Style:

When compromising, the team seeks to find a practical and agreeable solution. These solutions are partially satisfying to both parties and establish your leadership style. Dr. Benoliel stated, "This style is best when the outcome is not crucial, and you are losing time" (Walden, 2021).

Conclusion

Leaders must strive to make employees feel like an integral part of a team. Building the self-worth and self-esteem of everyone on the team is a big part of being a great leader. Great leaders inspire and motivate their workers through cooperation and acknowledgment of the individual needs of each team member. Leading with an overall cooperative and collaborative style will lead any team to attain the project goals successfully.

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