



Est. 1952

Scouts BSA

# JPL Troop 509

La Cañada Flintridge, CA

jpltroop509.org



## Leadership Styles

### Sharing Leadership with the Group\*

<p><b>Telling</b> “Do as I say”</p>	<p>Leader announces the decision to the group</p> <ul style="list-style-type: none"> <li>• One way communication from leader to group</li> <li>• Leader has low confidence in the group’s knowledge / abilities</li> <li>• Low concern for what the group wants</li> </ul>
<p><b>Persuading</b> “It’ll be good for you”</p>	<p>Leader “sells” the decision to the group</p> <ul style="list-style-type: none"> <li>• Mostly one way communication from leader to group</li> <li>• Leader has low confidence in the group’s willingness</li> <li>• Low concern for what the group wants</li> </ul>
<p><b>Consulting</b> “What do you think”</p>	<p>Leader presents ideas, invites questions, makes tentative / changeable decision</p> <ul style="list-style-type: none"> <li>• Two way communication between the leader and group</li> <li>• Leader has confidence in the group’s ability and willingness</li> <li>• Some concern for what group wants</li> </ul>
<p><b>Delegating</b> “How would you do it”</p>	<p>Leader defines limits, asks the group to make the decision</p> <ul style="list-style-type: none"> <li>• Two way communication between the leader and group</li> <li>• Leader has confidence in the group’s ability and willingness</li> <li>• Concern for what group wants, but within specific boundaries</li> </ul>
<p><b>Joining</b> “How will we do it”</p>	<p>Leader participates as a group member to work out mutually acceptable decision</p> <ul style="list-style-type: none"> <li>• Completely open two way communication between the leader and group</li> <li>• Leader has confidence in the group’s ability and willingness</li> <li>• Group consensus on how to do the job in a collectively satisfying</li> </ul>

\* Adapted from “Patrol and Troop Leadership,” Boy Scouts of America, 1972