

Management – Supervision Styles

If we demonstrate our “professionalism” and are respected by others, often we are offered the opportunity to be a manager or supervisor.

There are Several **STYLES** of supervision that can be used to guide our leadership abilities.

- All of these styles have value and can be effective in certain situations.
- Our job as supervisors is to know which style to use and when it will work best.

5 Types of Management-Supervision Styles:

Autocratic Style

- This type of manager will usually make decisions without any input from subordinates.
- **Strengths of the autocratic Style:**
 - Decisions are made quickly and efficiently.
 - Only the manager’s opinions/desires are favored.
 - Best suited in crisis situations where time and action is important.
- **Weaknesses of the autocratic style:**
 - Employees are often resentful of being “told” what to do.
 - Employees have very little “buy in” to the decision or outcome.
 - People do not like working all the time for an autocratic leader and will often leave or transfer.

Group Discussion:

- Can you think of example where the Autocratic Style would be preferred? List them:

Consultative

- This style of manager encourages discussion among the team, but is essentially dictatorial and tells others what they will do.

- **Strengths of the consultative Style:**
 - Employees feel listened to by their supervisors.
 - Employees who have been invited to give their opinions generally feel respected.

- **Weaknesses of the consultative style:**
 - Team members left out of the discussion often feel resentful and do not **“buy in” to the requirements of the decision.**
 - Team members can depend on the supervisor too much for all decisions.

Group Discussion:

- How would you feel if you’re opinion on work “you” were asked to do, wasn’t asked?

Persuasive Style:

- The supervisor makes the final decision after listening to the employees.

- **Strengths of persuasive style:**
 - If employee thinking and sharing is strong – strong decisions are made.
 - This style is helpful when the supervisor

- **Weaknesses of persuasive style:**
 - If employee thinking and sharing is weak – weak decisions are made.
 - Employees who are dissatisfied and/or unhappy will not contribute info to supervisor.
 - **Group Discussion:**
 - Can you think of any situations where this style would work well?

Democratic Style:

- The supervisor invites all team members to participate in the discussion of issues and all decisions are agreed upon by the majority.

- **Strengths of democratic style:**

- There is a good and equal flow of discussion between supervisors and all employees.
- Good buy in from the team.

- **Weaknesses of democratic style:**

- Takes a lot of time and slows down decision making.
- Not a good style during crisis.

Group Discussion:

- Can you think of a situation where a democratic style would work best?

Laissez-faire Style:

- Employees make all of the decisions and supervisor has little to say.
- Supervisor is a mentor rather than a leader.

- **Strengths of laissez-faire style:**

- Encourages creativity and innovation.
- Great when brainstorming new projects and/or ideas.

- **Weaknesses of laissez-faire style:**

- Sometimes important decisions are never really made and the team gets nowhere as there is no leadership and direction.

Group Discussion:

- Where would this style of leadership be most effective?