

Top Leadership Styles and Characteristics

An effective leader is someone who can communicate rationally, connect relationally, manage practically and lead directionally and strategically. Effective leaders demonstrate not just IQ but EQ – they share knowledge and information yet understand emotion and connection.

A recent McCrindle Research study surveyed over 580 Australian on their desired leadership styles and the characteristic values they would like to see in their ideal leader.

Leadership : Most important factors in growth or decline

When asked to comment on the factor which has the largest impact on determining whether a business grows and flourishes or struggles and declines, the number 1 response of Australians, given by 38% of respondents, was that leadership and management determine these outcomes. The tasks of direction setting, leading the team, and managing business movements that determine the success or failure of the business are primarily dependant on the leadership and management team, Australians noted. 34% of Australians stated that employees – particularly their attitudes and work ethics – have the largest impact on determining business growth or decline, followed by products and services (17%), suppliers and clients (7%), and systems and procedures (5%).

Leader authority versus team participation and ownership

Australians prefer greater levels of team participation and ownership over leadership authority. 57% of Australians surveyed indicated that they prefer a high level of team participation and ownership, compared with 45% who prefer a high level of leader authority. The ideal Australian leadership is an environment in which team participation is encouraged and direction is given by strong leadership – only 3% of Australians indicated a preference for low levels of leadership involvement, and only 2% indicated a low level of team participation. In fact, when asked about

Top 5 Values of the Ideal Leader

- 1. Competent**
- 2. Ambitious**
- 3. Broad-minded**
- 4. Caring**
- 5. Cooperative**

flexible working options in the workplace, 96% of Australians deemed it necessary to gather and collaborate in order to achieve maximum output and develop cultural cohesion.

Ideal leadership values

When Australians were asked to rank the leadership values of their ideal leader, **competence** was ranked as the highest priority. Australians prefer a leader who is driven towards outcomes and objectives, with **ambitious** being the second-ranked ideal leadership value. **Broad-mindedness** was next on the list, with Australians desiring to be led by individuals who are open to new ideas, innovation, and change. Australians ranked **caring** as fourth, showing a desire for empathy in their working environment. **Cooperation** also made it into the Top 5 ideal leadership values, showing the Aussie desire for mutual teamwork.

About this Study: This research was conducted by McCrindle Research in May 2013 based on a nationwide study of 586 respondents.

Study Demographics

DEMOGRAPHICS	This survey #	This survey %	National % of population aged 18-100
AGE			
18	4	1%	GEN Z 1.7%
19-33	136	23%	GEN Y 27.9%
34-48	187	32%	GEN X 26.8%
49-67	220	37%	BOOMERS 29.0%
68+	41	7%	BUILDERS 14.6%
TOTAL:	588	100%	100%
STATE			
NT	0	0%	1.0%
ACT	10	2%	1.6%
TAS	15	3%	2.3%
WA	32	5%	10.4%
SA	38	6%	7.3%
QLD	82	14%	20.3%
VIC	167	28%	24.9%
NSW	242	41%	32.2%
TOTAL	586	100%	100%
GENDER			
Male	176	30%	50%
Female	412	70%	50%
TOTAL	588	100%	100%