

DL – Developmental Leadership

The Developmental Leadership model was developed by the Swedish Defence University. (in Swedish UL, Utvecklande Ledarskap). The model is based on a leadership theory known as Transformational Leadership. For developmental leaders, employees are the key to achieving results and success. Developmental Leadership is considered to be the most beneficial form of leadership, both for the employees' individual development and for organizational results.

The approach

Leaders who practice Developmental Leadership act as role models and both support and confront their employees. Their leadership inspires and motivates. This course aims to improve the leader's ability to lead by example, show personal concern and to inspire and motivate. We know that performance are more likely to be affected by inner driving forces than by the conventional "demand-reward-control" leadership.

Target group

This course is for managers and leaders, or those preparing to take on a managerial role. The course is also a highly suitable continuation of UGL.

Developing Leaders focuses on:

- An increased understanding and awareness of leadership behaviours and how one affect employees
- An attitude that minimizes threats and maximizes possibilities
- Building assurance and trust in an individual or group to give maximum focus on goals and assignments

DURATION

3+1 days

COST, ACCOMODATION, TIME AND LOCATION

See gallofstasee

HOW TO REGISTER

You can book the course on our website, send us an email, or contact us by phone. You can also reach us via the chat on our website if you have any questions.

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The participant will get:

- A modern leadership style that has a clear effect on efficiency and result
- Concrete tools in your new paths in leadership
- 360-degree feedback to support continued development
- An understanding of how one can affect the performance levels of co-workers
- An increased self-awareness, self-esteem, and an understanding of your development potential as a leader
- A personal plan of action for continued development

Research has shown that this leadership model that has the clearest impact on efficiency, which results in motivated employees who take responsibility, who perform better and who feel better.

In addition, Developmental Leadership is considered to be the leadership model that best meets the needs of younger generations and it is well in line with the latest findings in neuroscience.

Developmental versus Conventional Leadership

Leaders who are perceived as practicing Developmental Leadership are generally also rated highly for their ability to seek agreement and take necessary action, and vice versa. A common feature of both Developmental and Conventional Leadership is their focus on achieving goals. There is, however, a crucial difference between Developmental and Conventional Leadership. The difference lies in how employees are motivated. Conventional leaders use rewards and control to motivate employees to achieve established goals. Rewards may take the form of bonuses, sales competitions, or being allowed to leave work once the day's goal has been achieved. This may work in the short term. The problem is that it does not create the engagement and enthusiasm needed for employees to strive toward the organization's long-term goals and vision. Developmental Leadership places greater emphasis on shared values, goals, and interests, which in turn leads to greater effectiveness over the long term.

Conventional leaders view their employees as a means of achieving organizational goals. Developmental leaders see the development of their employees as a goal in itself, which in turn contributes to the achievement of the organization's goals.

Depending on the situation, Developmental leaders may also need to adopt a highly controlling leadership style similar to Conventional Leadership. However, when they do so, it is a deliberate and well-balanced choice.

Destructive leadership

The common image of a destructive leader is someone who shouts, raises their voice, and constantly criticizes others. Arrogance, unfairness, unpredictability, threats, dishonesty, passivity, and lack of clarity are other behaviors that characterize destructive leadership. However, even a well-intentioned manager who wants the best for everyone can be destructive if they are not clear about demands and expectations.

The consequences of destructive leadership may include frustration, indifference, damaged careers, wasted resources, feelings of shame, depression, and sick leave. Ultimately, destructive leadership can damage the organization's reputation as an employer.



Developmental leadership builds on motivation and being a role model