

Supportive Leadership

A leadership style that supports an employee until a task's completion

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What is Supportive Leadership?

Supportive leadership is a **leadership style** where a manager does not simply delegate tasks and receive results but instead supports an employee until the task's completion. A major upside to supportive leadership is that the **manager** will work with the employee until he or she is empowered and skilled enough to handle tasks with minimal supervision in the future.

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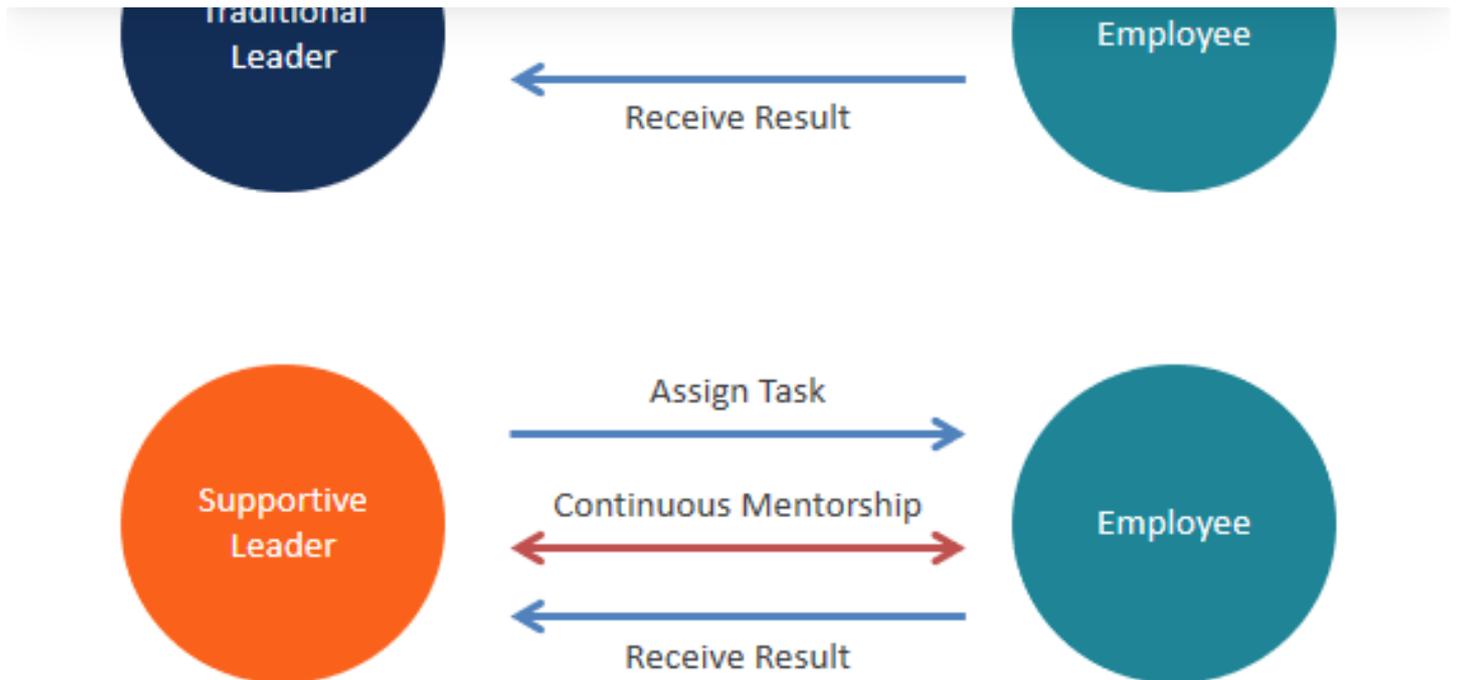
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At a Glance

Technological advancements are not the only things that are transforming how businesses are being run nowadays. While things like **cloud services** and data analytics may be taking much of the spotlight, there are numerous other changes associated with the new generation of employees and employers. The current style of leadership differs from the traditional one adopted by our parents and grandparents. One style of leadership that is

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There are a few principles that govern supportive leadership. They are as follows:

1. Employee Dialogue

A leader in the 21st century needs to strike a balance between management and leadership by giving them equal attention. Unfortunately, a majority of firms place more emphasis on management and neglect leadership.

The ideal supportive leader does not aim to achieve all goals by herself. Instead, she views herself as a coach of a team. So, as a team member, she not only sets the rules and milestones but also accepts any recommendations for changes. Such constructive feedback can only happen through employee dialogue.

Put simply, a supportive leader is one who keeps the channels of communication open, accepting corrections, criticisms, and suggestions where necessary.

2. Training

The training style of leadership depends on leaders' approach to three key elements: emotions, **training**, and time. Supportive leaders do a lot more than set rules and regulations. They also listen to any complaints from their employees and help them cope

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what needs to be done.

The final and most important step that the leader should do is foster teamwork. She can achieve it by keeping open channels of communication and encouraging feedback, as well as recognizing the team members' efforts and rewarding them. Establishing clear goals right off the bat is important, but so is the attitude of the team members throughout the project.

2. Show Commitment

Another way through which individuals can support their teams is by being devoted. A leader should be committed to both her team members and the project at hand. If the leader entertains doubts regarding the firm's mission and objectives, the uncertainty will automatically be reflected in her team members' activities. However, if the leader is fully committed, then her teammates will also be committed.

3. Focus on Relationships

Often, leaders make the mistake of neglecting relationships between teammates. Sure, a leader should always be focused on the main objectives, but that's not to mean that there's no room for forming quality relationships.

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Applicability of Supportive Leadership

As good as supportive leadership sounds, it cannot be applied in just any business environment. Supportive leadership is best suited for companies that adopt a flat organizational structure that encourages employees to be creative in managing projects.

However, for a bureaucratic company that involves straightforward activities, a supportive style of leadership may not be the best fit. In fact, it can end up wasting both the employer's and employees' time and resources.

Final Verdict

Whenever the term leadership is mentioned, being supportive isn't one of the traits that come immediately to mind. However, it is quickly becoming a common style of leadership. Ideally, supportive leaders don't just assign tasks. They also show authenticity and genuine interest in those that they work with.

Supportive leadership involves building trust, inspiration, and helping colleagues overcome the challenges they encounter. Leaders looking to be more supportive of their teams should try to encourage teamwork, pay attention to members' relationships, and also show

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