

Relationship Oriented Leaders

As a relationship-oriented leader, let's start by considering that employees are primarily influenced by three factors: internal relationships, an affirming environment, and professional growth.

Relationship oriented leaders naturally take ownership for improving the cultural environment and satisfaction of their employees. They show respect and are inclined to deal with short term mistakes as an investment in the employee's personal development.



By consistently taking a personal interest in their employees, relationship-oriented leaders can build a strong connection with their employees. However, they must guard their authority by establishing boundaries through written documentation that defines roles, responsibilities, and behavior, to maintain high-performance standards and avoid any perception of bias that could harm inter-departmental relationships.

By setting expectations for your department, you provide clarity, build confidence, and establish measurable benchmarks for employee performance. Documentation of these expectations is the formal step that replaces a manager's need to drive the day-to-day operations. They are the consistent drum-beat that reinforces a culture where ultimately each employee is accountable.

From a coaching perspective, a relationship-oriented manager must be aware of their tendency to focus on maintaining the relationship versus challenging an employee to elevate their skill-set.

Leaders that have a tendency to seek acceptance, which is subjective and elusive, must establish a more consistent and predictable relationship of trust, respect, and confidence. With this in place you can leverage the relationship with your employees to comfortably intervene in their personal development.

When an employee truly feels that you understand and are working toward their long-term benefit, they will welcome your intervention and actively seek your counsel.

Whether an individual is preparing for a leadership role, or has been in a position of leadership for a time, a leadership assessment is a powerful tool to determine their natural leadership orientation.