

## Military Leadership Styles

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Two third of the entire population has leadership ability and all that is required is to nurture it to convert it into skills that can be used to govern others. However, becoming a leader in the military world requires more than just guiding the team members as in some cases one has to inspire people who are hungry, exhausted, uncomfortable, and in great danger. To gain the best skills, leadership is gained through a procedural development where one undertakes training and courses to ensure they offer their best no matter the condition they are exposed to. Notably, an army leader is expected to have the ability and willingness to act decisively despite the limitations associated with position as “soldiers learn to be good leaders from good leaders”. Effective leadership, therefore, requires flexibility in headship styles and techniques to meet the demands that one is exposed to in certain conditions as it highly depends on the alignment of purpose.

One of the most common leadership styles adopted by most is transactional leadership. The approach has an outlined system as it majorly focuses on structure, results, penalties, and rewards. The system offers a platform that helps to evaluate reports to determine how well the group is focused on attaining the set goals. It is preferred by many due to its focus on performance, organization, and leadership. The leader, therefore, is expected to establish projects and provide goals and ensure their attainment by analyzing the performance report to determine which action is necessary. The results from the report helps the leader determine whether to utilize punishment or reward as the mode of motivation. Since information flows from to downwards, immediate reaction to orders is required and this enhances organization, leadership,

and performance (Kruse, 2020). On the other hand, it limits creativity and highly burdens the team leader as only they are expected to figure out a solution even in situations, they are not familiar with. Even though this style has been successful on several occasions, Napoleon noted that "A man does not have himself killed for a few half-pence a day or petty distinction" and this indicates that this style may not bring out the best qualities of the team members (McLean,2012).

Secondly, transformational is among the styles that are being encouraged in modern society as it recognizes the diversity of every individual. In this style, the subordinates are highly encouraged to become part of the team that thinks and provides ideas freely while trying to provide solutions. In doing so, it encourages both organizational and individual growth whereby one can grow personally and professionally. Notably, for any leader to practice this, they have to be technical experts in certain fields. Additionally, this style helps in creating stronger cohesion in teams as every member is treated as equals and the leaders are expected to inspire subordinates. Since the creativity of every team member is encouraged, it is easy to assign roles and delegate duties to every team member thereby increasing the chances of achieving a mission. Additionally, it creates a platform for identifying and training future leaders as everyone has a broader understanding of the exercise making it easy to evaluate their performances. According to ADP 6-22, it is evident that this style is common in the American Military as leaders such as the Late Gen. Omar Bradley and President Franklin D. Roosevelt exclusively utilized this leadership technique (McLean,2012).

Additionally, others opt to adopt a servant leadership style whereby the leader ensure to meet the needs of the team to allow them grow together. Notably, even though this is among the most effective styles, it cannot be utilized in all situations as it requires high levels of trust to work together. Therefore, the first step to successfully utilize this step is ensuring to create a cohesion in that everyone especially the leaders place the needs of others before their own. Additionally, as depicted by retired Gen. Matthew B. Ridgeway who is among the leader who opted for this style, to effectively utilize this method, the leader has to ensure there is trust and teamwork within the group to ensure that everybody understands the directions and is willing to work towards the attainment of the set goals (Kruse, 2020). Notably, Military leaders utilize another technique known as autocratic style whereby subordinates receive all the directions and goals from their leaders. This style is more common in situations where the team is exposed to a life-threatening challenge and they heavily depend on the coordination and decisions by their leaders. Leaders in this circle have to heavily guided by leadership attributes since despite their authority they are expected to respect their subordinates and ensure they maintain an effective communication. Notably, since this style converts the team into an autocratic structure, the leaders have to make the right decision to ensure their success.

Lastly, followership style is a style whereby the leaders tend to influence their subordinates through following all Army values. The subordinates therefore learn the importance of loyalty, selfless service, duty, integrity and courage assist their leaders achieve the goals by completing missions. Notably, the leaders have to ensure they builds a relationship with their followers to make it possible to share problems and find

for solutions together as a team. Therefore, it is necessary for subordinates to ensure they go beyond “simply following instructions” to become participants in the team to ensure a smooth running and a diversified source to finding solutions.

In conclusion, since Army leadership is mainly meant to provide direction, purpose, and motivation, it is a key determinant of military success in assuring all citizens their security. Therefore, there is the need to ensure that every member of the military profession feels represented by ensuring the adoption of leadership styles that accommodate diversity and weigh its contribution to the attainment of goals and mission. All leaders should therefore be guided by the ethic code to ensure they positively inspire all soldiers by providing purpose, direction, and motivation to ensure they remain ready to risk their lives to protect the nation's interests.

Reference

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