

# Building & Leading Strong Teams

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# Learning Objectives

- Leadership Styles
- Build a strong foundation:
  - Attract strong team members
  - Retain capable team members: *culture & organization*
  - Advance the team: *recognizing team strengths & minimizing weaknesses*
- Being a Leader vs being a Boss

# Leadership Styles

# Leadership Styles

## Six Leadership Styles

- Visionary
- Coaching
- Affiliative
- Democratic
- Pacesetter
- Commanding

### Six Leadership Styles

**Visionary:** "Come with me"

- Mobilize people toward a vision
- Best when a clear direction or change is needed

*Creates a positive climate*

## Six Leadership Styles

### Coaching: “Try this”

- Develop people for the future
- Best when helping people & building long-term strength

*Creates a positive climate*

## Six Leadership Styles

**Affiliative:** “People come first”

- Creates emotional bonds & harmony
- Best to heal rifts in teams or motivate people in stressful times

*Creates a positive climate*

**Democratic:** “What do you think”

- Build consensus through participation
- Best to create consensus or get input

*Creates a positive climate*



## Six Leadership Styles

### **Pacesetter:** “Do as I do, now”

- Expect excellence and self-direction
- Best to get quick results from a highly competent team

*Creates a negative climate*

## Six Leadership Styles

### **Commanding:** “Do what I tell you”

- Demand immediate compliance
- Best in crisis or with problematic people when other approaches have failed

*Creates a negative climate*

### Choosing a Style

- Leadership is not a one size fits all approach
- Find a style or mix of styles that works for you, your organization and/or your team
  - Each of these might require a different style!
- Take stock of the situation to help determine the best approach

# Attracting & Retaining the Right Team Members

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### Attracting the right team members

- Recruiting & Interview process
- Orientation process
- Build in Diversity

## Attracting & Retaining the Right Team Members

## Employee Engagement & Team Tone

- Company Values
- Connections in the workplace
- Recognition
- Incentives
- Feedback

## Communication

- Regular team meetings & check-ins
- Help everyone understand the big picture
- Discuss both successes & failures

Building a  
feedback  
culture

Types of feedback:

- Informal feedback
- Coaching feedback
- Formal feedback

Annual Feedback:

- 360 Reviews
- Employee Engagement Surveys



# Boss vs. Leader

# Boss

- Manage their employees
- Create goals
- Create systems
- Maintain the status quo

# Leader

- Inspire & align their people
- Create vision
- Create relationships
- Agents of change

Connect with us!

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*“A leader takes people where they want to go . A great leader takes people where they don’t necessarily want to go, but ought to be .”*

– Rosalynn Carter

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## Boss vs. Leader

### Examples?

- How do you like to help people?
- What was your favorite manager like?
- What was your least favorite manager like?