



RELIAS | LEARNING



## Relias Spotlight Series

March 2022

“If your actions inspire others to dream more, learn more, do more and become more,  
YOU ARE A LEADER” - John Quincy Adams

Hello Providers,

Welcome to the Optum Idaho **March Relias Spotlight Series** – a series devoted to offering you access to **free, accessible and continuing education unit-eligible** online education about topics that are important to behavioral health providers.

In this month’s series we want to inspire you and ignite the leader from within. Outstanding organizations are successful because of the leadership they have within all parts of the organization. Leadership can be described as a state of being, a part of who you are rather than a particular position that one holds. Every individual has unique characteristics, traits and skills that can ignite the leader from within and your ability lead from wherever you are.

When you think of great leaders you probably think of individuals who have some of these characteristics:

- They have a clear vision and can communicate that vision.
- They focus on people and relationships.
- They are honest and act with integrity.
- They are humble. Able to admit mistakes, listens to understand and has an open mind.
- They lead by example. They focus on building more leaders and not more followers.
- They have clear communication.
- They are positive, infectious and inspire others.
- They provide encouragement, recognition, and opportunities to grow.



While your individual characteristics, traits or skills can help you become a leader, there are also different leadership styles that can either heighten or hinder your ability to lead effectively. Let's look at some of those styles.

**Autocratic Leaders** tend to make decisions alone without consulting others. They have a clear set of expectations, timeframes of when and how things should be done. They have total authority and there is a clear division in roles between the leader and the individuals they lead. This type of leader may be helpful when needing to make quick decisions, however this form of leadership can have negative impacts, in that it doesn't provide opportunity for individual growth.

**Democratic Leaders** tend to have highly productive teams but also ensure that the individuals they lead have job satisfaction. Democratic leaders are a part of the team. They provide guidance, opportunity for input in decision making, provide encouragement, foster a sense of commitment and belonging within the team.

**Laissez-Faire Leaders** tend to be less directive and fails to provide regular feedback to those they lead. Although this style may work for some individuals who can work independently, this type of style may lead to lack of motivation, less productivity, and lack of personal accountability and growth.

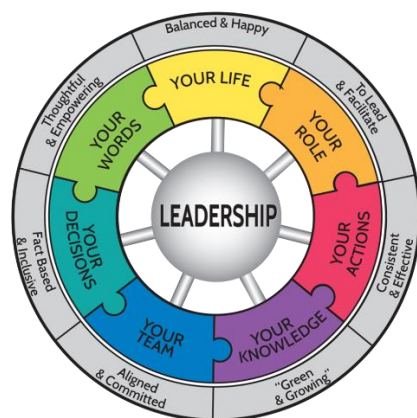
**Transformational Leaders** tend to be emotionally intelligent, energetic, and passionate about what they do. They listen to the needs of others, allow for autonomy, and allow individuals to be a part of and/or take the lead in decision-making processes. They lead with influence. They inspire and motivate individuals and strive to help people and organizations grow and fulfil their individual and collective potential.

**Transactional Leaders** tend to lead based on roles, order, and structure. They thrive in organizations that require rules and regulations. Individuals may perform well to get rewarded for doing what they are directed to do. They lead by their role and the rules. However, the downside may lead to lack of creativity, development and growth within the individual and/or within the organization.

As you reviewed the different styles, do you see yourself and how you lead others in one style, or do you maybe shift between styles depending on the situation?

No matter where you are as a leader, you are always growing and building upon your experiences. Ed Robinson @ capacity-building.com developed the leadership wheel.

### THE LEADERSHIP WHEEL



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In the center of that wheel is YOU, as the leader. The spokes that emerge outward from the center provide guidance on how to recenter yourself and understand that each spoke plays an integral part in helping you lead yourself and others. The spokes include: your life should be balanced and happy, your role should be to lead and facilitate, your actions should be consistent and effective, your knowledge should be “green and growing”, your team should be aligned and committed, your decisions should be fact based and inclusive and your words should be thoughtful and empowering. In this month’s Relias Spotlight series, we are highlighting some exciting courses to further your understanding of leadership and hopefully ignite the leader from within.

Relias offers FREE continuing education unit courses specifically geared towards your needs. If you would like more information and education around the topic of leadership, we encourage you to log into [Relias](#) and search for the following modules:

Fundamentals of Management vs Leadership	REL-ALL-O-FML
Becoming an Inspirational Leader	REL-ALL-SS-BIL
Leadership Fundamentals: Relationship-Centric Leadership	REL-ALL-O-LFRL
Being an Effective Leader	REL-PAC-O-BEL
Building a Leadership Development Plan	REL-ALL-SS-BLDP
Fundamentals of Management: The Emerging Leader	REL-ALL-O-FMEL
Assessing Your Own Leadership Performance	REL-ALL-SS-AYOLP
Leading through Positive Influence	REL-ALL-SS-LPI
Leading as Motivator	REL-ALL-SS-LLM
Developing a Successful Team	REL-ALL-SS-DST
Leading a Cross-Functional Team	REL-ALL-SS-LCT

Thank you again for the work that you do each day with our members. Optum is excited to offer these resources to you.

Sincerely,

The Optum Education and Training Team