

Characteristics of the *Service* chairperson and the *Power* chairperson

There are two major styles of leadership – *service* leadership and *power* leadership.

The following table gives the comparison of the two styles *as they apply to chairing meetings*.

You will, I am sure, have seen both types of people.

<i>Attribute</i>	The Service Chairperson	The Power Chairperson
The perception of need	To get a decision which delivers the greatest good to the greatest number	To get a decision which delivers what <i>they</i> want
Management style	Democratic	Autocratic
The most commonly used pronoun	We	I
Style of communication	Asks	Tells
Use of Ears and Mouth	Listens	Talks
Theme song	We are the Champions	My Way
Attendance levels <i>if not compulsory</i>	Many people attend their meetings	Few people attend unless they have to
Attitude to recognition	Does not seek it but receives it. Then redirects it or shares it with others.	Seeks it. Often does not receive it. Does not share it.
Measure of success	Having the maximum “enrolment” or “subscription” or commitment to the group decision and/or process.	Whether people agree with them
Integrity	Nearly always judged by others as having high integrity	Often judged by others as having questionable integrity
Morale	Builds high morale among the people they work with	Morale is often very low
Results achieved	High results are achieved – people do things because they feel “ <i>involved</i> ” and “ <i>engaged</i> ”	Sometimes few results are achieved and those that are, are nearly always “driven” by the energy or demands of the chairperson. Often results occur from fear of “reprisals”.
Strategies others use to deal with this type of chairperson	People communicate freely and openly and say what they really think. This results in a highly productive team and very effective decisions.	People either do not communicate at all, or say what they know the chairperson wants to hear, then they either do nothing, or as little as possible.

© **Walk Tall – David Julian Price**

P.O. Box 14, Floreat, Western Australia 6014

Ph: +61 8 9383 9499 Mobile: +61 41 8888 018 Email: david@davidprice.com

Web: www.davidprice.com www.masterofmeetings.com

Connect on LinkedIn - [davidjulianprice](https://www.linkedin.com/in/davidjulianprice)

<i>Attribute</i>	The Service Chairperson	The Power Chairperson
Level of respect	Usually held in high respect	Often held in high respect but frequently out of the “power” they are perceived to wield. Rarely respected “as a person”, more often respected in their “role” or job.
Stress levels	Usually not stressed	Often stressed
Propensity to be or become a workaholic	Usually will not be or become a workaholic	Frequently will be a workaholic and expect everyone else to work the same hours. Will often see people who do not work in the same way as them as not committed and possibly as being weak.
Use/understanding of synergy	Fully understands synergy and knows how to harness collective wisdom, knowledge, experience, skill and awareness.	Frequently views synergy cynically as a vague concept which little to do with the real world. Therefore, has little understanding of how to fully harness other people.
Power source	Harnesses and utilises the collective energy of the group. People are willing to contribute energy for the good of the group.	Often unaware that there is energy available to be harnessed and frequently unable to do it. Therefore, provides most of the energy themselves and the group is usually happy that this happens.

This table is of course general and there will be exceptions and variations to what is written here.

There is however an obvious trend. Service people are focused on others and their needs, power people are focused on their own needs.

The great irony is that service people do not seek respect or recognition, yet receive it, while power people do seek these things, and often receive the reverse. The sad reality is that power people rarely recognize this.

Service vs Power

© Walk Tall – David Julian Price

P.O. Box 14, Floreat, Western Australia 6014

Ph: +61 8 9383 9499 Mobile: +61 41 8888 018 Email: david@davidprice.com

Web: www.davidprice.com www.masterofmeetings.com

Connect on LinkedIn - [davidjulianprice](https://www.linkedin.com/in/davidjulianprice)