

Washington smart CEO

Required Reading for Growing Companies

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follow the leader

When it comes to leadership, no one style fits all

Yes, business literature has classified leadership into neat categories: the autocratic leader, the democratic leader, the coach. But it's not that simple. In day-to-day business, a savvy leader takes aspects of these styles and adapts them to the situations she faces. Leadership style is not one-size-fits-all. Find a style that fits your personality and your vision for your team. Then let your true self shine through. As these Washington business leaders emphasize, being genuine is most important of all.



**SUSAN
RODGERS**, CEO,
Capital City Nurses

The goal-oriented leader: As a registered nurse, I

have been trained and educated to assume responsibility for the outcomes of what I do. So in that sense, [my leadership is] task-oriented and has a goal at the end. When we started our company, I was basically able to do everything myself. As we've grown, I had to learn how to delegate. For a long time, I still kept a lot of involvement in everything that happened, but as we really grew, it came to a point where I couldn't do that anymore. There were things I didn't know; I had to delegate those things totally. When something has to be decided, I can give an answer pretty quickly. I don't believe in consensus at all. You want to get everyone to sign on to something, but [consensus] is not necessary for a decision to be made. Take the time to educate them and give them the reasons, the pros and the cons, of why you chose to go one way with a decision.

Q&A: A leader's leader

Q: WHO HAS INFLUENCED YOUR LEADERSHIP STYLE?

A: Margaret Thatcher, former prime minister, United Kingdom

"She [made] great decisions and took the fallout for them. You have to accept the results of your decisions and acknowledge when you've made a bad one. I don't know if she always did that at the end. She moved her country along and got them out of a tremendous downward slump financially and culturally, and I admired her for that."



SUSAN RODGERS, Capital City Nurses