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### Exploring Leadership Styles and How They Impact a Lean Culture

Thomas Lencki

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Lencki, Thomas, "Exploring Leadership Styles and How They Impact a Lean Culture" (2023). *M.S. in Leadership*. 121.

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# Exploring Leadership Styles and How They Impact a Lean Culture

Thomas Lencki Jr.  
M.S. in Leadership  
Winter 2023

Granite State College

# Who Am I

- Student in the Leadership Program at Granite State College
- Lean Master Black Belt at the University System of New Hampshire
- Retired New Hampshire State Trooper
- United States Marine Corps Veteran



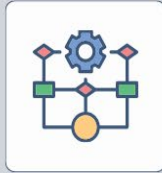
Granite State College



***EXPLORING  
LEADERSHIP STYLES  
AND HOW THEY  
IMPACT A POSITIVE  
LEAN CULTURE.***



# Leadership Styles



**Adaptive Leadership**



**Authentic Leadership**



**Servant Leadership**



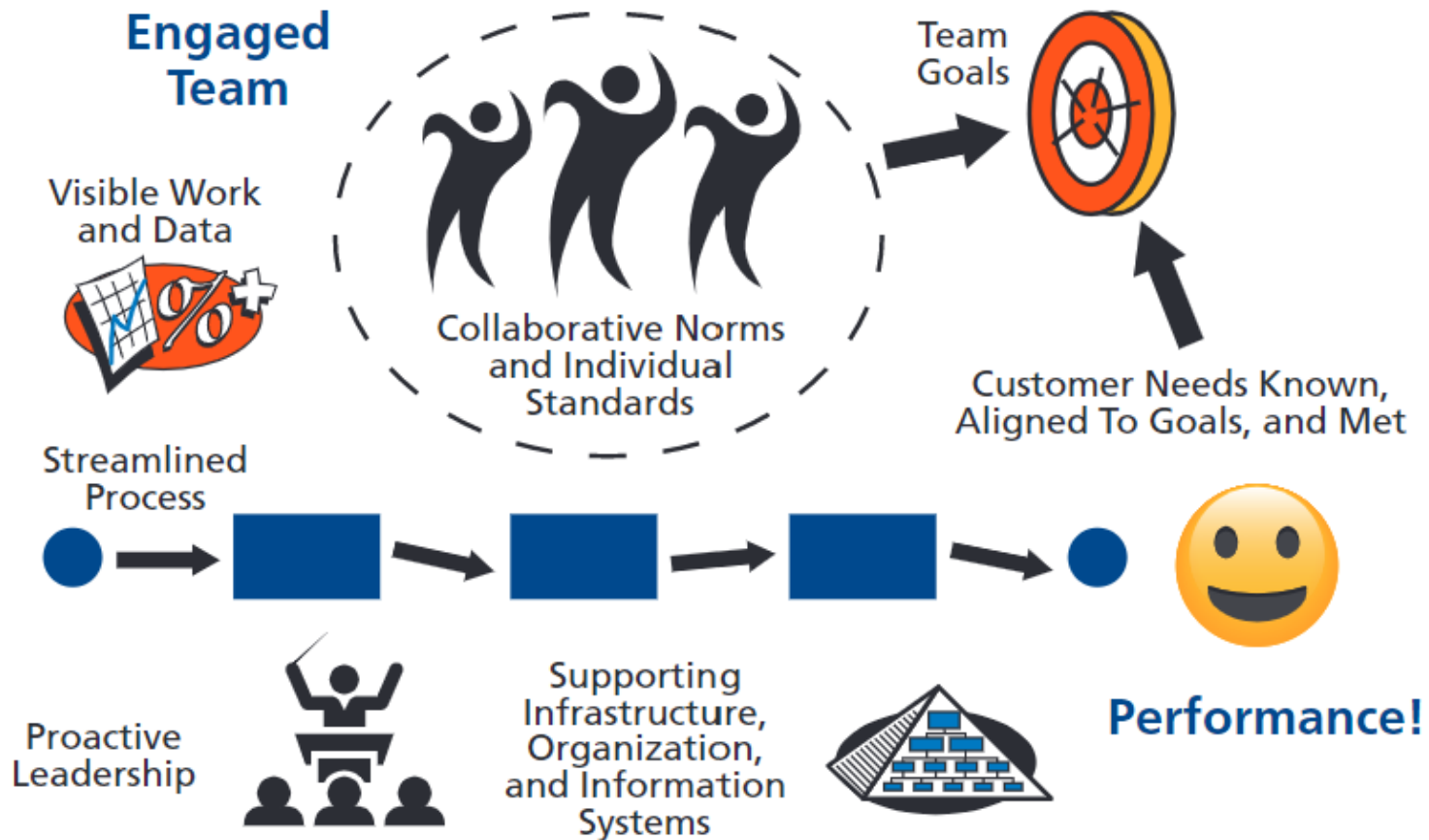
**Transformational Leadership**



**Regardless of what, why and where you lead, you -- as the leader -- are directly responsible for the engagement of those who follow you.**

(Gallup, 2023)

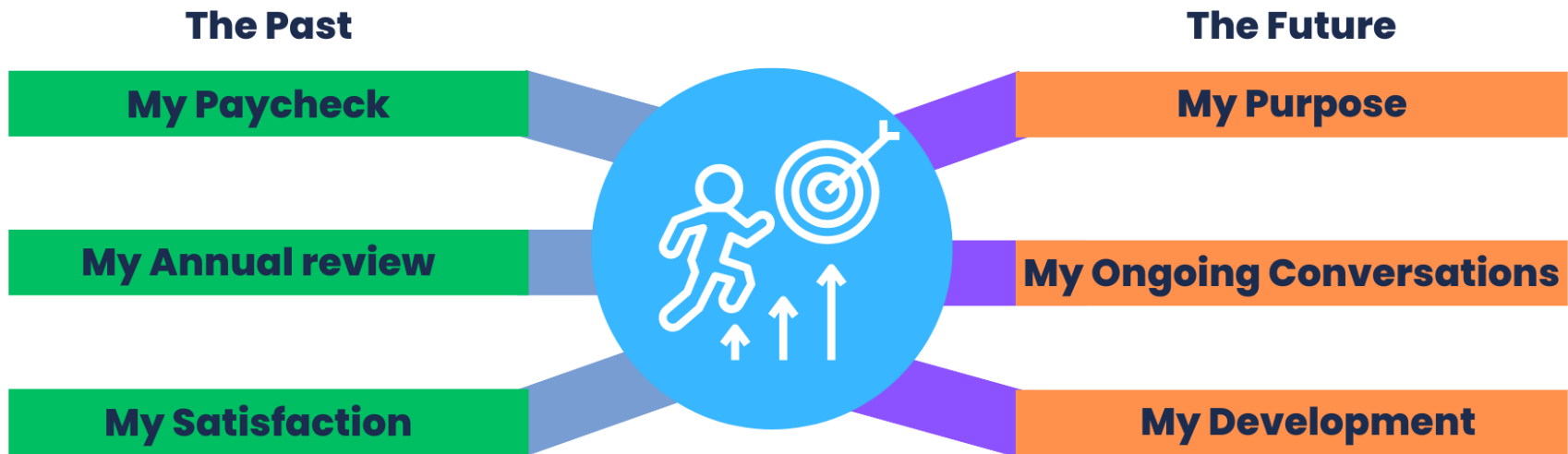
# Positive Lean Culture



**Figure 24** A Lean Culture of Engaged Team Performance.

(Starbird, 2016, p.120)

**The expectation is for the leader to be more of a coach than a boss.**



# Findings

A positive Lean culture happens over time by leaders who:



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# Recommendations



**Purpose**

**Development**

**Inspire Others**

**Lead by Example**

# References

Angelis, J., Conti, R., Cooper, C., & Gill, C. (2011). Building a high-commitment lean culture. *Journal of Manufacturing Technology Management*, 22(5), 569-586.

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Starbird, Dodd. (2016). *The Joy of Lean: Transforming, Leading, and Sustaining a Culture of Engaged Team Performance*. ASQ Quality Press.