Analytical Frameworks

*An analytical framework is a tool to use when analyzing and organizing information according to various criteria. The framework provides a structure in which to build information while researching on a specific topic in preparation for writing a paper.*

*Below is an example of an analytical framework using the criteria of different leadership styles and topic of leadership characteristics. While reading materials, you can place important information about the topic in the corresponding cells along with citations for easy referencing when you begin writing the paper. You will also want to provide the references at the bottom for easy referencing when writing a paper.*

***Example using a Word table***

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| CriteriaTopic  | Autocratic Leader | Servant Leader | Visionary Leader |  |
| Leader – follower relationship | Exchange occurs when leadership provides commands. Followers not included in important decisions (Akor, 2014) | Persuasion and influence instead of controlling and commanding. Mutual commitment towards the leader’s vision. (Greenleaf, 2002) | Committed and loyal leaders interact with larger groups. Articulate and create visions to provide meaning and purpose (Chemers, 1984) |  |
| Communication | Decide and implement processes without follower input. Fewer people involved in decision-making process. | Empower followers to make decisions for the good of everyone. | Lead by example and utilize management systems/programs. Shared beliefs and values are consistent with the company’s strategy |  |
| Change management process | Force followers to complete tasks without question. Expect automatic compliance.  | Committed to professional and personal growth. Leaders give followers skills and resources to efficiently complete tasks | Educate and train future leaders. Influence groups of people to elevate the group’s status. Employ 360 feedback and utilize socialization programs.  |  |
| ReferencesAkor, P. U. (2014). Influence of autocratic leadership style on the job performance of academic librarians in Benue State. *Journal of Educational and Social Research, 4*(7), 148-152. doi:10.5901/jesr.2014.v4n7p148 Chemers, M. M. (1984). Contemporary leadership theory. In J. T. Wren (Ed), *Leadership companion* (pp. 83-99). New York, NY: Free Press  Greenleaf, R. K. (2002). Servant leadership: A journey into the nature of legitimate power and greatness. Mahwah, NJ: Paulist Press. |