

Distributive Leadership

- The leader shares authority with others, creating a group of informal leaders
- Gives others a chance to share their expertise

Beliefs and qualities of distributive leadership

Leadership is the key lever of high organizational performance

Successful organizations have widely and carefully distributed leadership

Effective leaders grow other leaders

Remember: distributive leadership is NOT delegation

Downsides

- Can cause higher workload for some members of the group
- Overturns formal leadership
- Time and resources can be a barrier