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| **Shared**  **Leadership** | **Operational Leadership** |
| **Servant**  **Leadership** | **Instructional Leadership** |
| A project team collectively makes decisions and shares responsibilities, ensuring that everyone's expertise and input are valued and utilized. | A factory manager efficiently organizes production processes, monitors performance metrics, and ensures that operations run smoothly and meet production targets. |
| A team leader actively listens to the concerns and ideas of team members and adjusts the team's plans to accommodate their needs and preferences. | A team lead in a training program designs and delivers workshops, provides ongoing coaching to team members, and monitors their progress to ensure effective skill development. |
| A school administrator oversees daily operations, such as managing budgets, coordinating schedules, and ensuring the efficient use of resources to support teaching and learning. | A department head actively listens to the concerns and needs of their team  members, advocating for  their professional development and  ensuring a positive  working environment. |
| A teacher-leader guides professional development sessions, sharing expertise and research-based instructional techniques with colleagues to improve student outcomes. | A school leadership team collaboratively makes decisions about curriculum development, student discipline policies, and school-wide initiatives, ensuring that all perspectives are considered. |
| In a community organization, multiple members take turns leading meetings and initiatives, encouraging a sense of ownership and collaboration among all participants. | Teachers participate in grade-level or subject area teams, collectively designing assessments and sharing best practices to enhance student learning across classrooms. |
| A school principal takes time to mentor and support individual teachers, providing guidance and resources to help them improve their instructional practices. | The CEO of a company personally spends time mentoring and supporting individual employees, helping them grow and achieve their professional goals. |
| An operations director strategically allocates resources, develops efficient workflows, and streamlines logistics to optimize the overall functioning of a business. | A school business manager strategically allocates funding to different departments, ensuring that financial resources are effectively managed and allocated according to educational priorities. |
| A school principal analyzes student assessment data to identify trends, strengths, and areas for improvement. They then work with teachers to develop data-driven action plans to address the specific needs of students. | A school principal actively engages with teachers, observing their classrooms, providing feedback, and facilitating professional development to enhance teaching quality. |