



SITUATIONAL LEADERSHIP





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INTRODUCTION



At its core, leadership is influence. Regardless of position, a leader is someone who can influence others. Building and maintaining high-performing organizations requires effective leadership. Poor leadership can lead to a variety of problems that undermine company performance, including poor resource management, high turnover, and poor return on investment.

In today's competitive business environment, companies cannot afford to ignore the importance of developing leaders and the impact it has on the organization. Organizations must provide leaders with the tools and resources they need to successfully manage the demands of an increasingly diverse workforce and an evolving global marketplace. And it starts with effective leadership development.



**Leadership
Style - 1**



**Leadership
Style - 3**



**Leadership
Style - 2**



**Leadership
Style - 4**

DEFINING SITUATIONAL LEADERSHIP



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Situational leadership was developed when Paul Hershey and Ken Blanchard put together their own leadership theory to create a model. The premise of this model is that there is no one leadership style that is most effective, but different leadership styles that are suitable for different tasks and people. Successful leaders are able to adapt their style to the people they work with. The model he consists of two parts. The growth level of learners and the leadership style of executives.

A Study of Situational Leadership

UMHB Cohort IX

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FOUR BASIC LEADER BEHAVIOR STYLES

Style of Leadership

The four leadership styles of situational leadership offer varying degrees of support and direction. Leadership styles can be mapped across development stages.

There are three important considerations to remember:

- 1 The importance of matching development levels with appropriate leadership styles. Mismatched results can be detrimental to learners. For example, fine-tuning the workload when you are very directive to someone and actually want a more modest style of delegation.
- 2 Different roles may require different leadership styles. Being D4 (Highly Competent and Very Engaged) in some of the roles does not mean D4 in all roles.
- 3 People can go back and forth between stages of development over time, so don't assume someone stays that way just because he was D4. Commitment and competence can also be lost.

