**SITUATIONAL LEADERSHIP EXPERIENCE TASK INSTRUCTIONS:**

Read through the materials provided in the Weekly Learning Package and use the information to answer the questions below. To complete this Task, please fill the template provided below and email in a Word document format to [CSO-Tasks-LDR@niras.com](mailto:CSO-Tasks-LDR@niras.com).

**When you are ready to submit this Task, please:**

1. Make sure that there is **no sensitive organisational data**in your work. If the Task requires you to discuss aspects of your organisation, create fictional names (e.g., Organisation ABC).
2. Make sure that you **do not include your personal data**, including your full name, anywhere in your Work.
3. Attach the file to an email, and send to the support team at [CSO-Tasks-LDR@niras.com](mailto:CSO-Tasks-LDR@niras.com).
4. Describe your personal situational leadership experience (Ideally find an example, when you changed from one leadership style to another)

As a Project Manager in organization X, I led a team of 5 staff in executing project tasks that were needed before the end of the month. The tasks would effectively be achieved if all the staff played their role well. However, one of the staff who was new in his role was slowing the team since he was not accomplishing his tasks in time compared to others. I went over his desk and finished one task in his presence so he sees how I had executed it. He seemed to have understood but there was only a slight improvement in the coming days and still, it was him that was slowing the whole team down.

I convened a short meeting to address the issue and the team came to a consesus that we need an extra person to support the staff who was not executing his role very well. We hired a temporary volunteer in line with the consesus and the project was accomplished in time.

1. Which leadership style change have you experienced through a leader you followed?

I have experienced Coaching leadership where as a newly recruitted Project Manager at organization X, I was taken through how to conduct a dialogue. The inducter took me through this skill by calling me to witness at a dialogue meeting he was conducting so that I pick the basic structure and main components of a dialogue meeting.

1. Which were the leadership styles experienced (according to the 6 leadership styles introduced in the session)?

I experienced coaching leadership style.

1. What was characteristic of the leadership styles experienced? E.g., what were the words used by the leader, what was the leader’s behaviour?

He used words like guide, show, demonstrate and demonstrate.

The leader was deliberate in his nature and continued to give clear details on how best a dialogue can be conducted

1. How did you feel when experiencing leadership as described? What were the most striking feelings? Did the feeling change during the experience?

While experiencing this leadership, I felt empowered to conduct an exceptional dialogue meeting and I gained new perspective on my responsibilities as a Program Manager

I felt independent because he showed me how but allowed my free thinking nature to show up. His leadership did narrow my execution but gave me the liberty to add in a few details on my own