



SITUATIONAL LEADERSHIP

Tailor-made Leadership



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ADAPTING AS A CORE LEADERSHIP PRACTICE

Ken Blanchard's Situational Leadership Model is a popular leadership theory that provides a **practical framework** for leaders to adapt their leadership style to the needs of their team members in different situations. Developed by Blanchard and his colleagues in the 1970s, the model has been widely adopted by organizations around the world and has helped countless leaders to become more effective in their roles.

The Situational Leadership Model is based on the idea that **effective leadership is not a one-size-fits-all approach**, but rather requires a flexible and adaptable style that responds to the needs of the individual and the situation. The model proposes that there are four basic leadership styles, which are **directing, coaching, supporting, and delegating**.

Each style is appropriate for different situations and followers, and the leader must choose the style that is most appropriate based on the follower's level of **competence and motivation**.

The Situational Leadership Model is useful for several reasons. First, it provides a clear and **easy-to-understand framework** for leaders to adapt their leadership style to the needs of their team members. This can lead to **improved communication**, better relationships, and higher levels of trust and respect between the leader and followers. Second, it emphasizes the importance of **individualized leadership**, recognizing that each team member has unique needs and requires a personalized approach. This can lead to higher levels of engagement, motivation, and job satisfaction among followers. Finally, the model can help leaders to identify their own strengths and weaknesses and to **develop the skills and knowledge** needed to be more effective in their roles.

So the Situational Leadership Model recognizes that leadership is situational and requires a flexible and adaptable style. This can be particularly valuable in fast-paced and dynamic work environments where the needs of followers are constantly changing.

With this ebook, you'll have a template to determine where your team member stands in terms of readiness for the task you want to delegate.



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EVALUATING YOUR TEAM MEMBER'S READINESS

EVALUATING COMPETENCE

Read through the following statements and grade them from 1 (strongly disagree) to 5 (strongly agree) to make a preliminary evaluation of your team member's level of competence with the task or a project :

- | | | |
|---|--|----|
| 1 | My team member is familiar with this task/project | /5 |
| 2 | My team member has the specific skills or knowledge (list your requirements here) that can contribute to this task/project | /5 |
| 3 | My team member has previous experiences that are similar to this task | /5 |

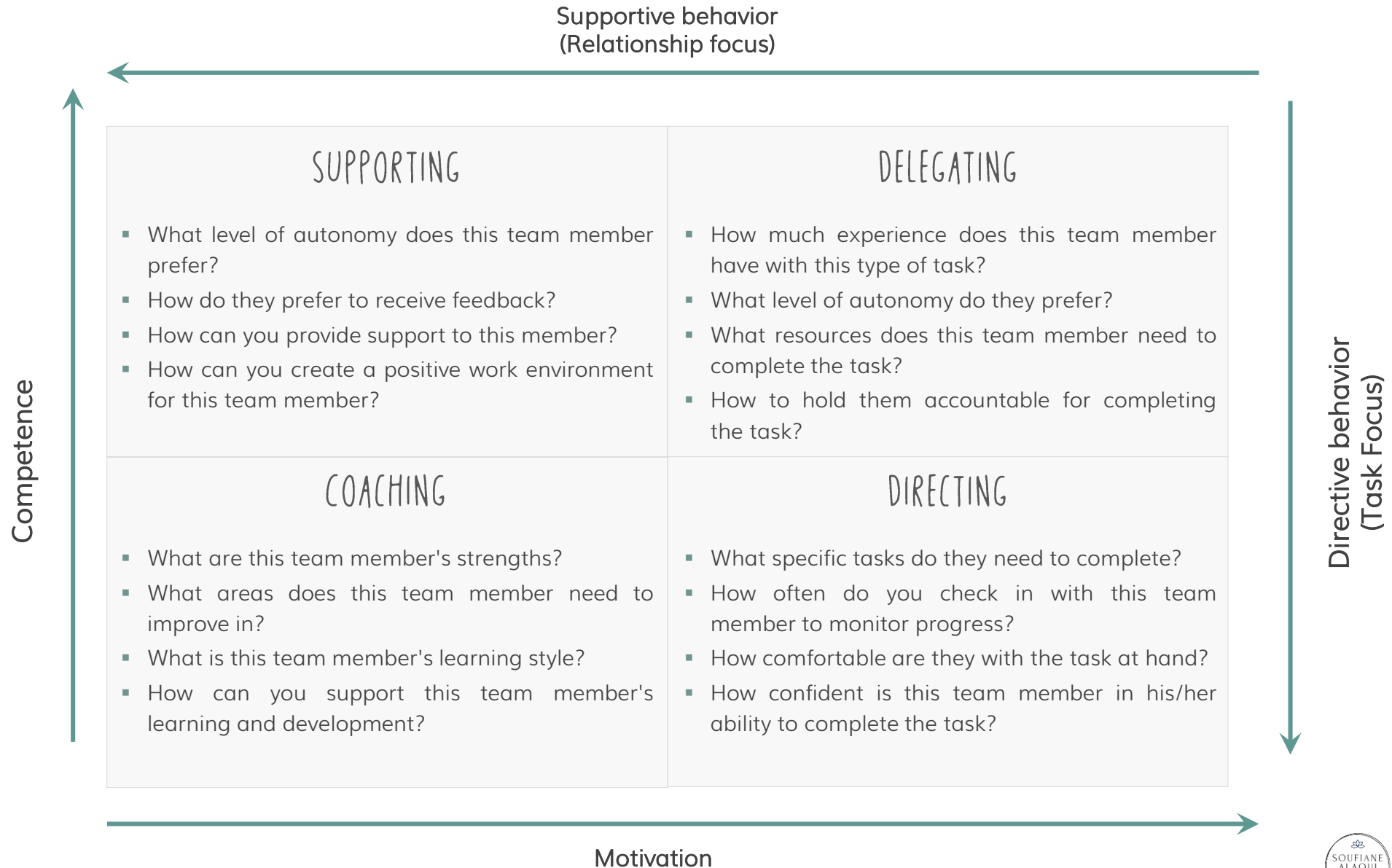
EVALUATING MOTIVATION

Read through the following statements and grade them from 1 (strongly disagree) to 5 (strongly agree) to make a preliminary evaluation of your team member's level of motivation with the task or a project :

- | | | |
|---|---|----|
| 4 | The task/project I'm delegating presents an opportunity for growth for my team member | /5 |
| 5 | My team member has an actual interest in the task, or his personal / professional goals are related to this task/project | /5 |
| 6 | After having assessed my team member's competence, they will find the task I'm assigning them challenging, but not overwhelming | /5 |

Once you've carried out this short assessment, you may use it to help you evaluate your **team member's readiness for the task**. Once you've identified the **quadrant** they belong to, you may ask yourself the following questions to **adapt your leadership style to their needs**.

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TEMPLATE

Print out and use the following template to answer the above questions and/or keep track of each team member and their needs

