Leadership Strategies

Session: 2021

Submitted by:

Muhammad Afaq	2021-SE-18
Abdul Haseeb	2021-SE-22
Saad Amjad	2021-SE-32
Wali Muhammad	2021-SE-39
Faqeed	2021-SE-54

Submitted to:

Ma'am Sara Atif Syed

Department of Computer Science,
**University of Engineering and Technology, New Campus
Lahore**

SITUATIONAL LEADERSHIP THEORY

The Situational Leadership Theory, developed by Paul Hersey and Ken Blanchard in the 1970s, revolutionized the way leaders approach their roles by emphasizing the importance of adapting leadership styles to the readiness or competence of their followers. This theory suggests that there is no "one-size-fits-all" leadership style; instead, leaders must assess the situation and adjust their approach accordingly.

Leadership Styles in Situational Leadership Theory

The theory identifies four primary leadership styles, each suited to different levels of follower readiness:

1. Directing or Telling (S1): The leader makes decisions and closely supervises execution. This is a short-term approach intended to create movement.
2. Coaching or Selling (S2): The leader still makes decisions but provides background and context and engages with the follower to reinforce buy-in and continued progress.
3. Supporting or Collaborating (S3): The follower makes decisions with support from the leader in an effort to instill and enhance task mastery.
4. Delegating or Empowering (S4): The follower is trusted to not only make task-related decisions but to suggest strategies for improvement and identify best practices.

Follower Readiness

Follower readiness refers to the ability and willingness of followers to complete a task. It is categorized into four stages:

1. **R1 (Low Readiness):** Followers lack both ability and willingness to complete a task.
    - *Leadership Style:* **Directing** – Leaders must provide clear instructions and close supervision.
2. **R2 (Moderate Readiness):** Followers are willing but lack the necessary skills.
    - *Leadership Style:* **Coaching** – Leaders guide and support skill development while maintaining direction.
3. **R3 (Moderate to High Readiness):** Followers have the skills but may lack confidence or motivation.
    - *Leadership Style:* **Supporting** – Leaders focus on building confidence and encouraging collaboration.
4. **R4 (High Readiness):** Followers are both able and willing to complete tasks independently.
    - *Leadership Style:* **Delegating** – Leaders empower followers to take full ownership of tasks.

Elements of Situational Leadership Theory

To effectively apply situational leadership, leaders must consider four key contextual factors:

1. **Relationship:** Leaders must assess the social and interpersonal dynamics within the group to determine the best approach.
   - *Example:* A disorganized team may need a directive style, while a skilled team may thrive under a democratic approach.
2. **Task:** Leaders must understand the complexity of the task to evaluate if it has been successfully accomplished.
   - *Example:* Simple tasks may require less supervision, while complex tasks may need detailed guidance.
3. **Level of Authority:** Leaders must consider their formal authority (e.g., hiring, firing) or relational influence (e.g., respect, support) over the group.
   - *Example:* A leader with high authority may enforce rules, while a relational leader may inspire through trust.
4. **Level of Maturity:** Leaders must evaluate each follower's ability and willingness to complete tasks to assign roles effectively.
   - *Example:* Assigning a task to a willing but unskilled follower can lead to failure, so leaders must tailor their approach accordingly.

Advantages:

1. Leaders can adapt to different situations.
2. Improved follower performance: Tailored support boosts productivity.
3. Enhanced communication: Leaders understand followers' needs better.

Disadvantages:

1. Requires leaders to accurately assess follower readiness.
2. May be challenging to implement in large organizations.

References:

1. Cherry, K. (2023). *Situational Leadership Theory*. Verywell Mind. Available at: https://www.verywellmind.com/situational-leadership-theory-2795321 [Accessed 04 Feb 2025].
2. Situational.com (n.d.). *The Right Leadership, at The Right Time*. Available at: https://situational.com/situational-leadership/ [Accessed 04 Feb 2025].