

Situational Leadership®

The Centre for Leadership Studies has kindly granted me permission to refer to their Situational Leadership® model in my bQUICK® Coaching book. I want to make sure I honour their trust and direct you to their website to find out more about the model. Below I've copied some of their text from the website to give you a flavour of how you might use the model when leading others. You can find out more at <https://situational.com/situational-leadership/>.

What is Situational Leadership®?

Situational Leadership® is a flexible framework that enables leaders to tailor their approach to the needs of their team or individual members. Developed by Paul Hersey in 1969, this model provides a repeatable process for matching leadership behaviours to the performance needs of those being influenced. Unlike other leadership models, Situational Leadership® recognises that there is no one-size-fits-all approach, allowing leaders to adapt their behaviours to suit the unique needs of each situation.

The Four Leadership Styles of Situational Leadership®

- **Style 1- Telling, Directing or Guiding:** The leader makes decisions and closely supervises execution. This is a short-term approach intended to create movement.
- **Style 2- Selling, Coaching or Explaining:** The leader still makes decisions but provides background and context and engages with the follower to reinforce buy-in and continued progress.
- **Style 3- Participating, Collaborating or Facilitating:** The follower makes decisions with support from the leader in an effort to instil and enhance task mastery.
- **Style 4- Delegating, Empowering or Monitoring:** The follower is trusted to not only make task-related decisions, but also to suggest strategies for improvement and identify best practices.

You can watch some of their video's here!

The Four Core Competencies of a Situational Leader –
<https://youtu.be/Vqkz7lWa9Nw>

The 4 Leadership Styles of the Situational Leadership® Model -
<https://youtu.be/4l3hqVKAohl>