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AT A GLANCE:

M LEADING PEOPLE

WHAT'S THIS THEME ABOUT?

In leadership, one size doesn't fit all. Successful leaders are those who are able to adapt their style to the unique needs of their team members. After all, everyone's different, so why treat them all the same?

To get the most out of a team we need to look at the bigger picture, and that means understanding three key things:

- **The individuals** – where are they on their development journey?
- **The tasks** – what is it I actually want them to do?
- **The style of leadership** – is it right for the situation above?

WHY IS THIS IMPORTANT?

"In the past a leader was a boss. Today's leaders must be partners with their people… they no longer can lead solely based on positional power." – Ken Blanchard

The manager's role has drastically shifted from being 'the boss' to being a 'partner' or an ally. Managers today must learn to move from simply 'leading from position' to being more collaborative and supportive. While other leadership philosophies suggest that successful leaders possess inherent qualities that help them become successful in their roles, the situational style of leadership is based on the premise that adaptability is key, and is a skill that can be learned. Knowing when to adapt and to change your style of leadership can give you the edge in a rapidly changing business environment.

IDEAL OUTCOMES

'Leading People' is about your management team knowing:

- The four situational leadership styles – what do they look like in action?
- How to choose the appropriate leadership style to match their team members' needs
- How flexible they are and which of the four styles they are most comfortable with
- The positive outcome of a 'matched' leadership style and the consequences of a 'mismatch' on performance.

'Leading People' is about your management team being able to:

- Diagnose their team members' developmental level
- Identify characteristics and needs of their team members at varying developmental levels
- Match their leadership style to their team members' developmental needs
- Identify the skills they need in order to adapt their leadership style from one team member to another.

AT A GLANCE

Take ON!
YOUR MANAGEMENT MATTERS