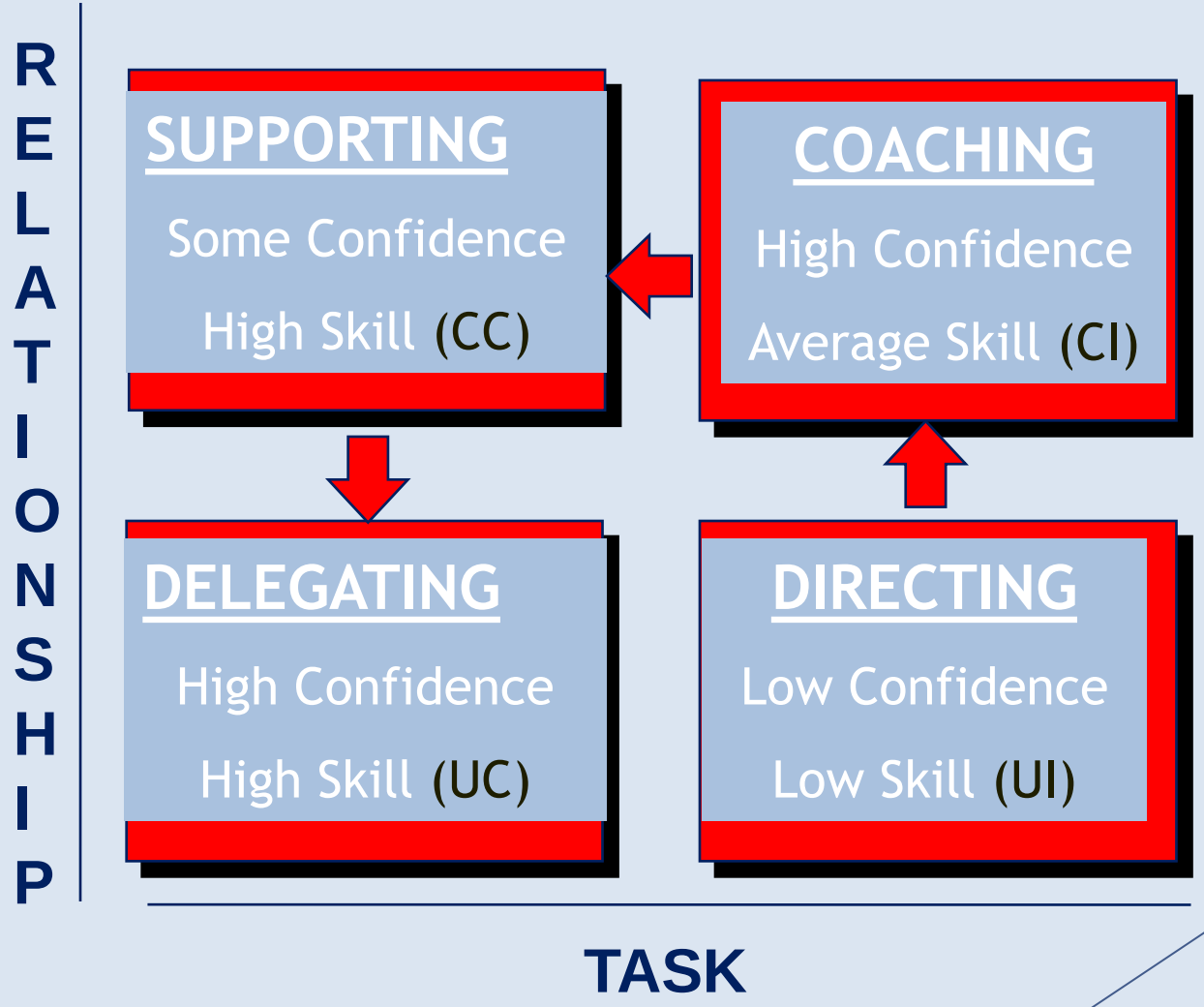
Situational Leadership

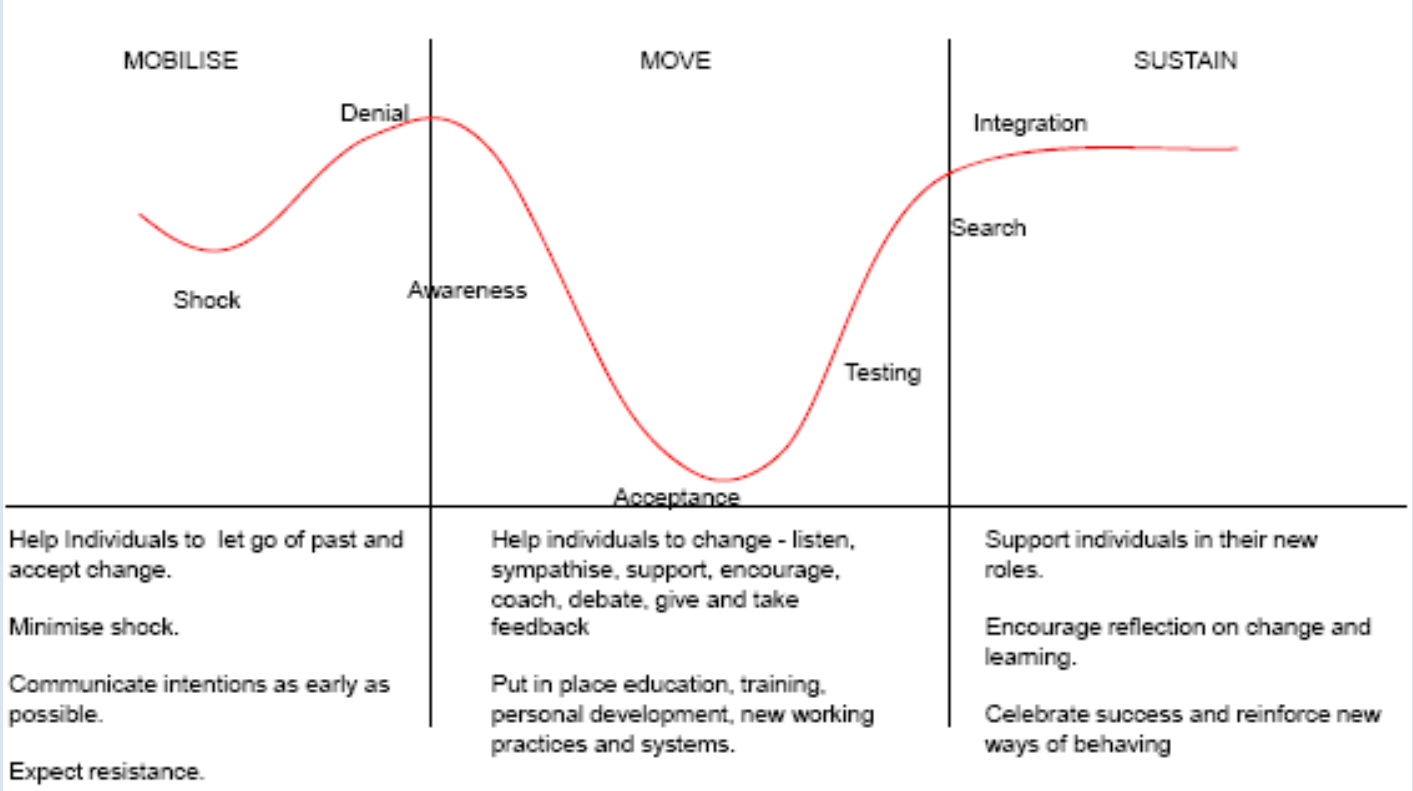
Peak Connexxion

Effective Leadership Skills



Peak Connexxion

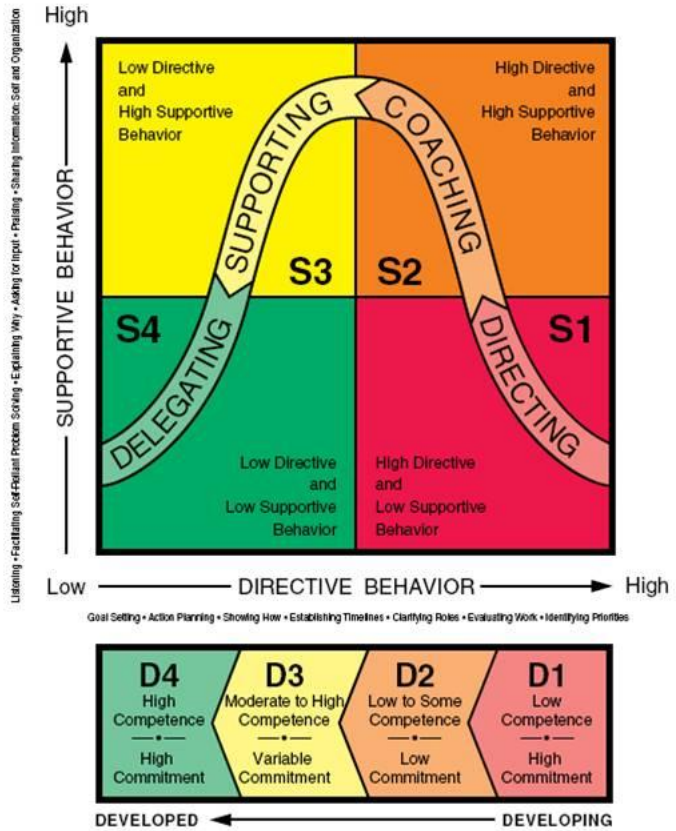
CHANGE CYCLE



Peak Connexxion

S3
Asking/listening
Reassuring
Facilitating self-reliant problem solving
Collaborating
Encouraging feedback
Appreciating

S4
Allowing/trusting
Confirming
Empowering
Affirming
Acknowledging
Challenging



Development Level of the Individual

S2
Exploring/asking
Explaining/clarifying
Redirecting
Sharing feedback
Encouraging
Praising

S1
Defining
Planning/prioritizing
Orienting
Teaching/showing and telling how
Checking/monitoring
Giving feedback

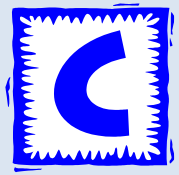
Peak Connexxion

Team Development Process

IRECTING

Characteristics	Leader Activities
• Objectives unclear • Reliance on leadership for decisions • Lack of trust • Reluctance to “rock the boat”, mistakes seen as weakness	• Create a team identity • Identify team purpose • Define a set of guiding principles for the team • Build trust • Be Directive • Promote questioning and discussion • MAP

Team Development Process



OACHING

Characteristics	Leader Activities
• Problems faced openly • People make contributions • Some disagreements arise • Responsibilities become clear • Splinter groups may form	• Encourage everyone to speak • Identify / discuss areas of disagreement • Deal with conflict • Ensure that team guiding principles are applied • Agree roles & responsibilities • **Listen carefully & Guide**

Team Development Process

ELEGATING

Characteristics	Leader Activities
• Flexibility • Commitment to team • High level of trust • High motivation • Recognition sought	• Ensure task objectives are clear • Ensure plans are implemented • Ensure feedback is given • Allocate tasks to every member of the teams • Celebrate success & Recognise