

# SITUATIONAL LEADERSHIP®

**The world's most influential leadership program has delivered proven leadership insight and development to over 10 million managers worldwide**

Situational Leadership® has been one of the most successful and enduring leadership models or systems for the last thirty years. Although the product range using the Sit LEAD model is now extensive, at its core the Sit LEAD SELF assessment is still the most popular and useful. This assessment gives individuals a simple but powerful insight into their natural leadership style preferences combined with useful interpretive notes so as to help the individual to make adjustments where they are appropriate.

## how it works

Dr Paul Hersey, the original developer of the Situational Leadership model, identified a maturity scale that has been found useful in helping people to understand how to delegate effectively. This operates on the following continuum:

**(Dependent)** ————— **(Independent)**  
Directing Coaching Supporting Delegating

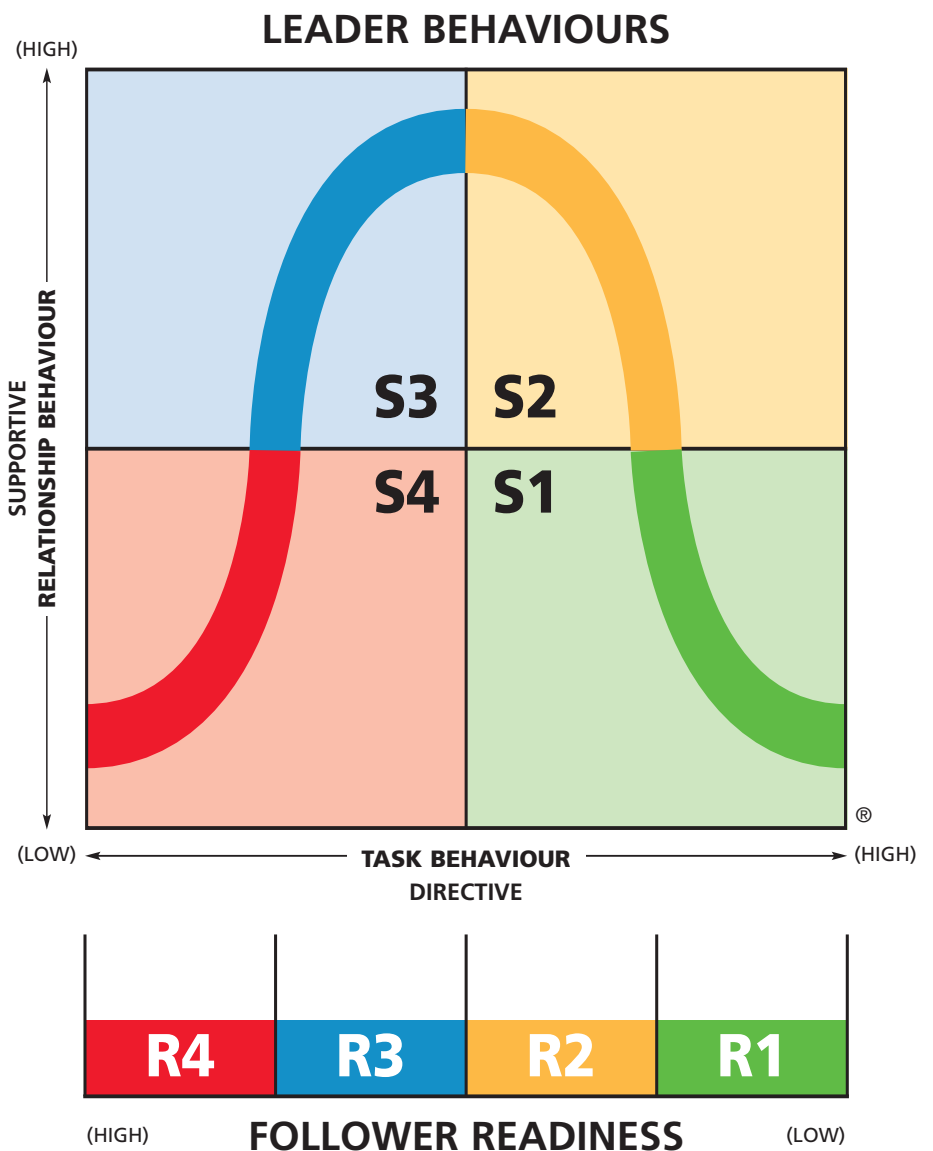
When we take on a new task, we all begin on the dependent end of the continuum. Then, each of us will move up the maturity scale at different speeds, depending on our experience, our abilities, our sense of self-worth, and the responses we get from our leader.

At the **first stage** (the “telling” stage), people need to be told specifically what to do. They need to be told regularly what to do and need constant positive and negative feedback about whether they are accomplishing their tasks correctly.

The **second stage** (the “selling” stage) is a step up the maturity ladder. This person needs to be sold on an idea or plan and then will be able to proceed on the tasks required by the idea or plan without close direction.

The **third stage** is the “participating” stage. People at this stage are more confident of their ability to decide on what tasks need to be done and what elements are needed to develop plans and ideas for the future. But they also need to be able to participate in decision-making with their leader.

The **fourth stage** is pure delegation – the ideal for most of us as leaders. We really prefer to be able to say “go to it,” and be constantly and pleasantly surprised by the person’s ideas and follow-through.



At its heart, Situational Leadership is a simple model (shown in the diagram above) in which leadership behaviors should ideally be matched as closely as possible with follower readiness. The Sit LEAD SELF questionnaire helps individuals to determine where their strengths lie and to identify where time may be usefully invested in development activity.



Problems develop when we as leaders have not accurately diagnosed what people need by way of direction. We tend to make decisions on leadership style based on how we like to be led, instead of how the person needs to be led.

Choosing different leadership styles or tactics can be understood by asking two questions: Can he or she do the job? And will he or she do the job?

If a person is willing and able to take responsibility for a job, and is motivated to do it, they would be higher on the scale of job maturity. Simply remember that a person may be motivated and eager, but still not know how. CAN THEY? And WILL THEY? are two questions to be considered together when diagnosing what style will be needed to help them to do the job.

The reality is that the diagnosis may demonstrate the need for a style of supervision that the leader is very uncomfortable using. In that case, it's probably going to be necessary to find someone else to oversee that person's work.

The revised LEAD SELF asks participants to respond to the 12 situations or scenarios, then plot their scores on a two-part Response Form. This makes the preparation of the Leadership Style Profile, and determining Style Adaptability a one-step process.

In addition, the revised LEAD SELF provides essential information on the interpretation and application of the Situational Leadership Model; **a full color illustration is included on the inside back cover.**

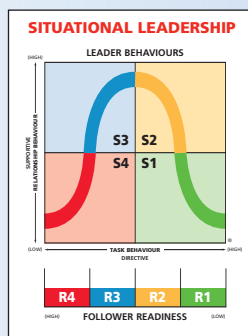
## The Situational Leadership Model

'At a glance' tools are printed in full color to provide a powerful graphic reinforcement of both understanding and the transfer of learning of Situational Leadership.

### Model Poster

An excellent visual aid for use in training sessions. Saves time and looks great!

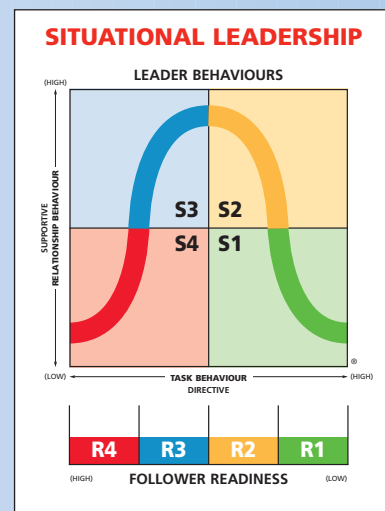
Poster (25" x 34")



### Model Handouts

These reference guides are great take-aways so that your participants will be able to quickly apply Situational Leadership in their back-to-work situation.

Handout (8 1/2" x 11")  
Laminated Card Pack (2 1/8" x 3 1/2")



## The Pocket Reference

Take leadership out of the classroom and into the workplace with this powerful job aid.

12 double-sided cards provide the essentials of Situational Leadership.

Provides instant reminders:

- Easy steps for getting the most out of Situational Leadership
- Leadership style cards
- Tips for performance interventions
- Detailed cues for determining readiness

Pocket Reference



## PRICE ON APPLICATION

- Paper based Sit Lead self assessment x 1
- Sit lead self web based assessment – self x 1
- Sit Lead web based assessment – 360 degree or team x 1