

Flexible leadership

Objective

At the end of the session you will have the tools to enable you to develop a much more flexible leadership style by understanding a tried and tested leadership model.

Content

To use the model to best effect you need to know your people; their strengths; weaknesses, skills and development levels.

With this understanding you can use the model to decide the appropriate leadership style you need to adopt with individuals in your team across many different work situations, activities and tasks.

Benefit

During the session you will have the opportunity to identify the different development levels of key members of your team.

Scope

We will then explore the different leadership styles appropriate to the various development levels:

1. **DIRECTING** - for people who lack confidence but who are enthusiastic and committed
2. **COACHING** - for people who have some competence but lack commitment
3. **SUPPORTING** - for people who have competence but lack confidence or motivation
4. **DELEGATING** - for people who have both competence and commitment

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