

Situational Leadership
Skills for Different Leadership Styles
Notes from Training on July 19, 2007

Style: Directive

- ❖ Detail oriented
- ❖ Communication / clarity / checklists
- ❖ Time
- ❖ Confidence
- ❖ Patience
- ❖ Organized
- ❖ Persistence / commitment
- ❖ Knowledge
- ❖ Modeling

Style: Coaching

- ❖ Sincerely interested
- ❖ Empathy
- ❖ Empower with dialog / questions / safe environment / ground rules
- ❖ Examining
- ❖ Big Picture
- ❖ Finding things to praise
- ❖ Using others (assistance coaches)
- ❖ Sensitive to process and content

Style: Supporting

- ❖ Communication / Listening
- ❖ Ownership
- ❖ Control vs. Support
- ❖ Celebrate Success
- ❖ Focus on what instead of how
- ❖ Answering Questions

Style: Delegating

- ❖ Trust
- ❖ Respect other decisions
- ❖ Letting go / freedom
- ❖ Sharing ownership
- ❖ Communication
- ❖ Measure longer term
- ❖ Identifying resources and timelines