

The SituAsian

July 2009

MATCH THEM - THE SITUATIONAL LEADERSHIP® MODEL

The importance of your diagnostic skills cannot be overemphasized. Since the ability and willingness of individuals vary, your diagnostic ultimately guides the way you will interpret their performance readiness. **Adapting** your leadership style to meet the needs of the people you are attempting to influence is critical.

It's not enough to know that there are four different leadership styles from which to choose. You also need to know **when** to use them. For each unique situation, one of the four styles is most appropriate.

Situational Leadership® is based on an interplay among:

- **Leader** and **individual** focusing on the same job, task or activity
- The **performance readiness level** that the individuals demonstrate in performing a specific job, task or activity
- The **leadership style** that matches that performance readiness level.

With influence and leadership there are no absolutes. The Situational Leadership® Model will help increase the probability of your **success** and **effectiveness** as a leader. Situational Leadership® is both a

diagnostic and decision support model designed to help you make conscious decisions about **how** and **when** to influence the behavior of others.

"Leadership cannot just go along to get along – leadership has impact and purpose."

Paul Hersey
Developer of Situational Leadership®

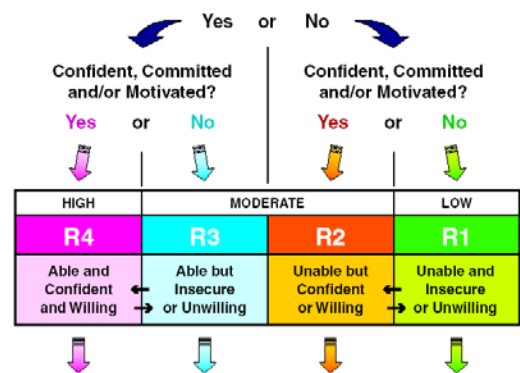
THREE STEPS IN APPLYING THE SITUATIONAL LEADERSHIP® MODEL

Step 1 Identify the specific job, task or activity.

Step 2 Assess current performance readiness.

Is the person presently performing at sustained acceptable levels?

(Complex or not sure? Break task into smaller activities.)



Step 3 Match leader response.

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|---|--|---|--|
| S4 | S3 | S2 | S1 |
| Low Relationship Low Task | High Relationship Low Task | High Task High Relationship | High Task Low Relationship |
| Delegating Observing Monitoring Tracking | Participating Encouraging Problem Solving Involving | Selling Explaining Persuading Clarifying | Telling Guiding Directing Instructing |

Next month:
SEVEN WAYS LEADERSHIP TRAINING HELPS TO
RECESSION-PROOF YOUR COMPANY

Previous issues:
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NEW ESSENTIALS SERIES

ESSENTIALS SERIES™

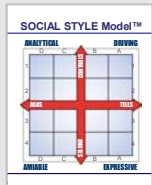
PROVIDING THE ESSENTIALS TO IMPROVE EFFECTIVENESS WHILE BALANCING BUDGET AND TIME COMMITMENTS

ESSENTIALS OF LEADERSHIP AND INTERPERSONAL EFFECTIVENESS

LEARN TWO POWERFUL MODELS IN ONE DAY



SITUATIONAL LEADERSHIP®
The Most Prevalent Model For Leadership Effectiveness
Includes feedback and analysis of your Situational Leadership® Profile and receive an application model to improve your leadership effectiveness.



SOCIAL STYLE™
The Best-Known Model For Interpersonal Effectiveness
Includes feedback and analysis of your Social Style™ and Versatility Profiles and receive an application model to improve your interpersonal effectiveness.



COMING OPEN-ENROLLMENT WORKSHOPS



SITUATIONAL LEADERSHIP®: THE CORE
Over 14 Million Worldwide Use This Model
▪ September 7 & 8, 2009 – Singapore

SITUATIONAL COACHING™
Creating Readiness To Perform!
▪ September 9, 2009 – Singapore
▪ October 12, 2009 – Hong Kong

SOCIAL STYLE™
Understanding And Managing Behavioral Differences™
▪ September 10, 2009 – Singapore

THE PERFORMANCE MATRIX™
Planning And Managing Performance
▪ To be scheduled

SITUATIONAL SELLING®
Increasing Sales Effectiveness
▪ August 10 & 11, 2009 – Hong Kong

ESSENTIALS OF LEADERSHIP AND INTERPERSONAL EFFECTIVENESS
▪ July 6, 2009 – Hong Kong
▪ August 17, 2009 – Kuala Lumpur

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