



The SituAsian

June 2009

LEAD THEM - YOUR LEADERSHIP STYLE

As your organization grows and evolves, the need to develop new and better leaders is critical to your success. Historically, it is widely believed that the ability to lead others was a natural ability; you either had it or you didn't.

As demand for new leaders increased, people began to try to identify specific leadership traits that could be isolated, learned, and developed. As they studied these traits they began to see that effective leaders, like everyone else, were simply engaging in different types or combinations of behaviors.

When you attempt to influence people in your organization, they will be impacted by the various combinations of behaviors you demonstrate. The most important factor in determining whether you will be successful or unsuccessful as a leader is **how** and **when** you use these various types of behaviors.

To enable you to develop or improve your leadership style for maximum **effectiveness**, the two major types of behaviors are: **relationship behavior** and **task behavior**. How these can be combined...and how the combinations result in different leadership styles.

INFLUENCE BEHAVIORS

Relationship Behavior	Task Behavior
<p>The extent to which a leader engages in two-way communication, listening, facilitating, and support. This entails:</p> <ul style="list-style-type: none"> ▪ Giving Support ▪ Communicating ▪ Facilitating Interactions ▪ Active Listening ▪ Providing Feedback 	<p>The extent to which a leader engages in defining roles, providing what, how, when, where, and if more than one person, who's to do what. This entails:</p> <ul style="list-style-type: none"> ▪ Goal Setting ▪ Organizing ▪ Establishing Timelines ▪ Directing ▪ Controlling

"We judge ourselves mostly by our intentions, but others judge us mostly by our actions."

Muriel James
American Author, Marriage and Family Counselor

Some successful leaders have been observed using primarily high amounts of task behavior, while others have been observed using mainly high amounts of relationship behavior. Still others used high amounts of both task and relationship behaviors successfully. And there were even leaders who were successful using low amounts of both task and relationship behaviors.

FOUR LEADERSHIP STYLES

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 issue:
MATCH THEM - THE SITUATIONAL LEADERSHIP® MODEL
Previous issues:
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CENTER FOR LEADERSHIP STUDIES (ASIA) PTE LTD
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ANNOUNCING OUR NEW OFFICE ADDRESS IN MALAYSIA

We are happy to announce our new office address in Malaysia:

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We will now serve our customers and the community directly instead of through a licensee. With this change we are confident that we will be able to improve our level of service.

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- June 8 & 9, 2009 – Hong Kong
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ESSENTIALS OF LEADERSHIP AND PERSONAL EFFECTIVENESS

- July 6, 2009 – Hong Kong

For more information and registration contact workshop@asia-situational.com or the respective office locations.

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