

“Situational Leadership”

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Situational leadership theory is one of the types of leadership model's and leadership styles and believes that different leadership style's suit different situations. There is also the basic thought “will you change who you are” based on a situation? No, the theory just means a leader will apply different techniques and approached in the leadership role.

That is as per a given situation, you should apply various leadership styles.

Situational leadership theory assumes that the best action to be taken by a leader depends on the situation.

The leader should also be able to adapt the style according to the situation. As the situation changes, you (the leader) should also quickly change and adapt the leadership style. Depending on the situation, you should adopt the appropriate leadership style for the best outcome.

Adopting a particular style also depends on the relationship between those that you are leading and the leader. The cooperation of the employees, colleagues, and others also play a major role in deciding the type of leadership that should be in that organization or in the task at hand. Factors such as mood and stress may affect the leader's behavior, be aware, you never know who you may trigger with your actions!

When a situational leader is required to make a decision; he or she doesn't use only one preferred style; the leaders should be versatile and thus effective in the outcome. In our day-to-day life, we do this in dealing with different people and may not even notice that we do this. It's important we avoid getting angry especially if a new employee, or colleague makes a mistake. This theory is not only applicable to people who are leaders or are holding management positions but is also applicable to those people that lead others at play, or at work.

A situational leadership model is also associated with situational leadership theory. The basic idea of this model is that leadership flexibility is necessary for effective leadership. It also believes that different leadership approaches are required for different situations. This model defines four leadership styles. These styles are based on how much guidance or direction the leader can give to his or her followers.

Some Leadership Styles are as follows:

- **Directing Leaders-** Tasks and roles of the followers are defined by these leaders. Directing leaders also supervise their followers very closely. All decisions are taken and announced by the leader. Here the leader is more focused on completing the task than keeping a good relationship with the follower. Thus, communication is one way.
- **Coaching Leaders-** Here the leader still defines the tasks of the followers but asks for any suggestions from the follower and tries to keep a good relationship with the follower and the final decision is made by the leader and not the author but communication is two way.
- **Supporting-** Here the leader frequently takes the help of followers for day-to-day decision. Decisions include processes and task allocation. The leader facilitates decisions, but the final decision is taken by the follower.
- **Delegating Leaders-** Here the leader is too involved in problem solving and taking decisions but the authority to take the final decision is with the follower. Followers also decide how and when the leader should be involved.

Depending on level of development of the employees, colleagues, and others, a particular style will be most effective if chosen correctly. The leadership approach should also match with what is required or needed by the employees, colleagues, and others, but most importantly be yourself otherwise you will never gain the respect of others. By following this simple suggestions, you have a better chance of success!

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Sincerely,

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