

Common Sense—Organized!

SITUATIONAL LEADERSHIP

for High Turn-over Staffs

by

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Blessed are the flexible, for they shall never be bent out of shape!

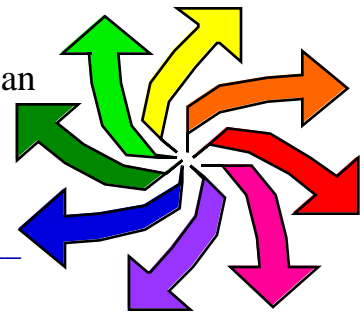
"Treating everyone the same" isn't good management. New employees, skilled staff, volunteers and disciplinary situations demand different approaches.

A flexible management style adapts to the specific situation and the specific employee involved, it **shows respect** for the individual and results in more productivity and **less wear and tear on all** parties involved.

People are seldom fired, or quit, or are unproductive because they can't do the job. These things happen because of interpersonal conflicts. As a manager or supervisor, your best interests lie in developing **the most stable, productive staff possible**. Situational Leadership is an approach that can help.

Situational Leadership involves recognizing and then using the most effective leadership style for every situation. The styles described are **Telling, Selling, Participating, and Delegating**.

The leader who provides the correct style at the correct time can more effectively **motivate** current employees, **integrate** new employees, and **increase** the productive time of volunteers.



 **Meeting Planner Notes:** 

This 3-6 hour program will help attendees identify their strengths, see how those strengths fit the demands of their job, and explore making that fit even more effective.

Depending on the length of the program 1-4 instruments are used to determine each individual's leadership style from both their perspective and from the perspective of others.

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