

Situational Leadership

Leaders should adapt their style to the situation

Developed by Hersey and Blanchard

4 Leadership Styles:

- S1 - Directing (high directive and low supportive behavior)
- S2 - Coaching (high directive and high supportive behavior)
- S3 - Supporting (high supportive and low directive behavior)
- S4 - Delegating (low supportive and low directive behavior)

2 main considerations:

1. Leadership Style
2. Developmental Level of Subordinates

Development Levels of Followers

- D1 - Low (developing)
- D2 and D3 - Moderate
- D4 - High (developed)

Followers may have different development levels for different tasks, therefore needing a different management style

Adapted from Northouse, P.G. (2013) Leadership: Theory and Practice

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Chapter 5: Situational Leadership