

SITUATIONAL LEADERSHIP

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Famous Quotes on Leadership



"Great leaders don't set out to be a leader, they set out to make a difference."

MICHAEL JOSEPHSON



"A person always doing his or her best at all times becomes a natural leader, just by example."

JOE DIMMAGIO



"A real leader uses every issue, no matter how serious and sensitive, to ensure that at the end of the debate we should emerge stronger and more united than ever before."

NELSON MANDELA



What is Leadership?

- Leadership is the art of motivating a group of people to act towards achieving a common goal.
- Leadership style is a leader's method of providing direction, implementing plans, and motivating people.

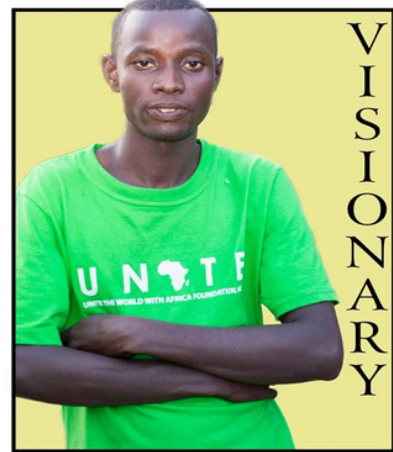
Question: Do you consider yourself a leader? Do you always lead by example?



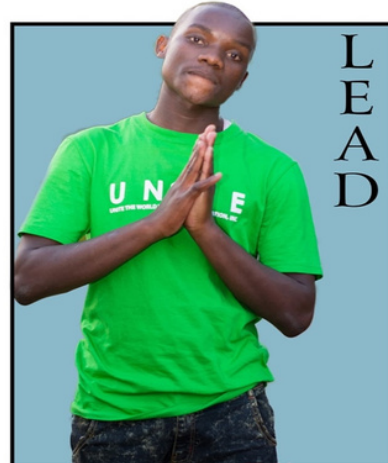
CHARACTERISTICS OF A GOOD LEADER



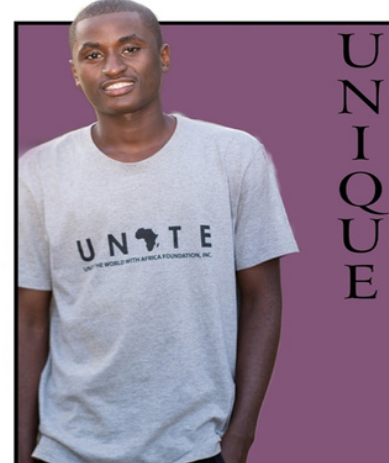
Characteristics of a Strong Leader



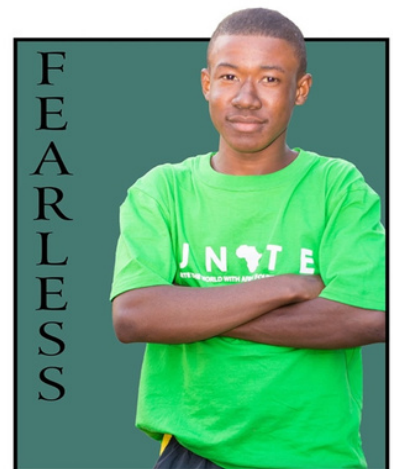
IMANI FAUSTINE



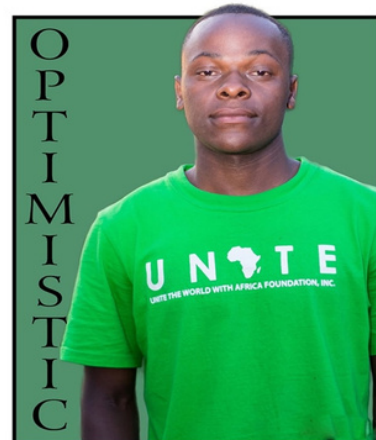
EPHRAIM THOMAS



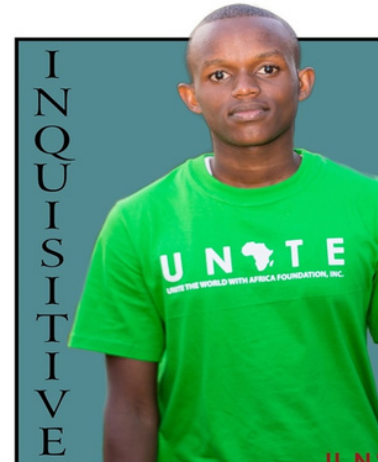
DAVID BITAHO



JOHN MASHIMBA



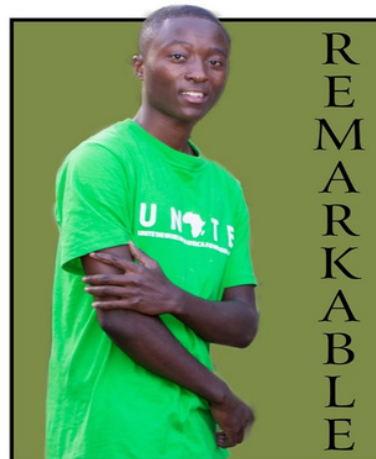
WINSON MAHENG



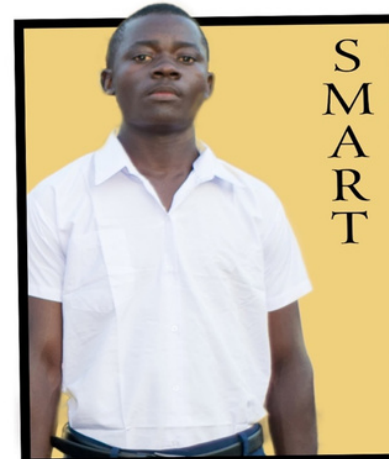
LUTHER KAVISHE



MICHAEL CHARLES



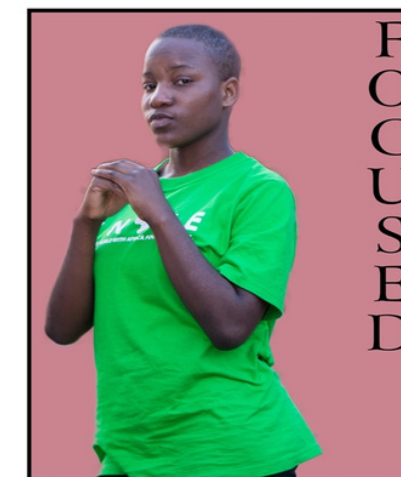
LAZARO FREDRICK



ISAAC MOSES



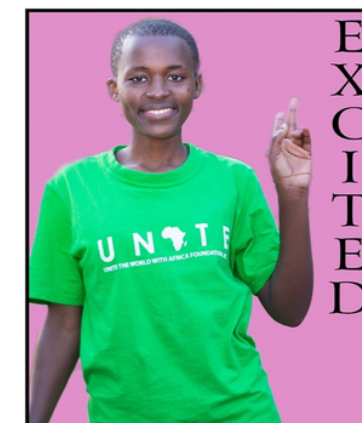
WITNESS MBIYE



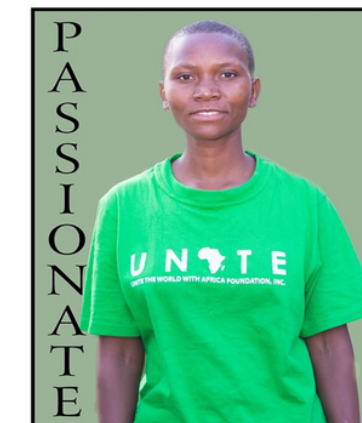
ZAINABU MJANJA



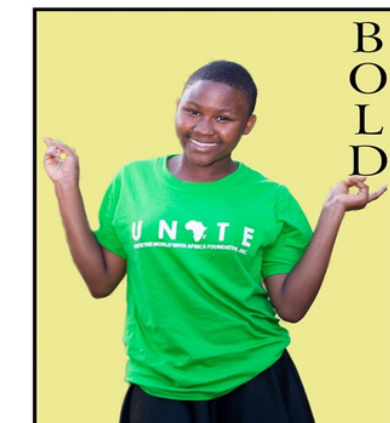
STELLA MOSHA



PENDO ANTHONY



LOYCE LUCAS



ANETH ALPHONSE



ASHURA AMIRI



PILI BIDA

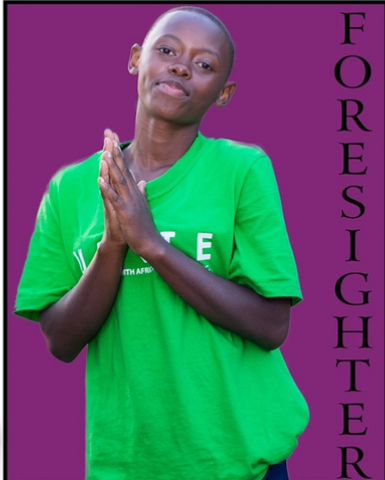


ANDIA RUBAI

Characteristics of a Strong Leader



GRACIA DIDAS



NEEMA PAUL



MARIA KANGWA



ALISTIDIA MUHOOZI



KHADIJA MKOPI



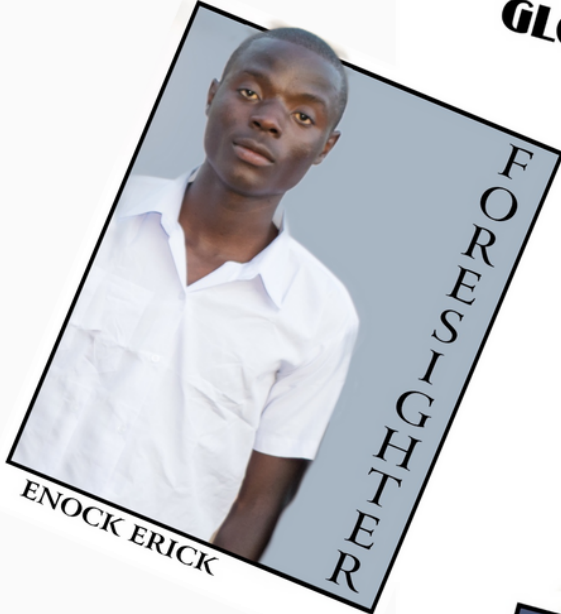
LUCIA KUNAMBI



GLORIA



FURAHA



ENOCK ERICK



DAVID



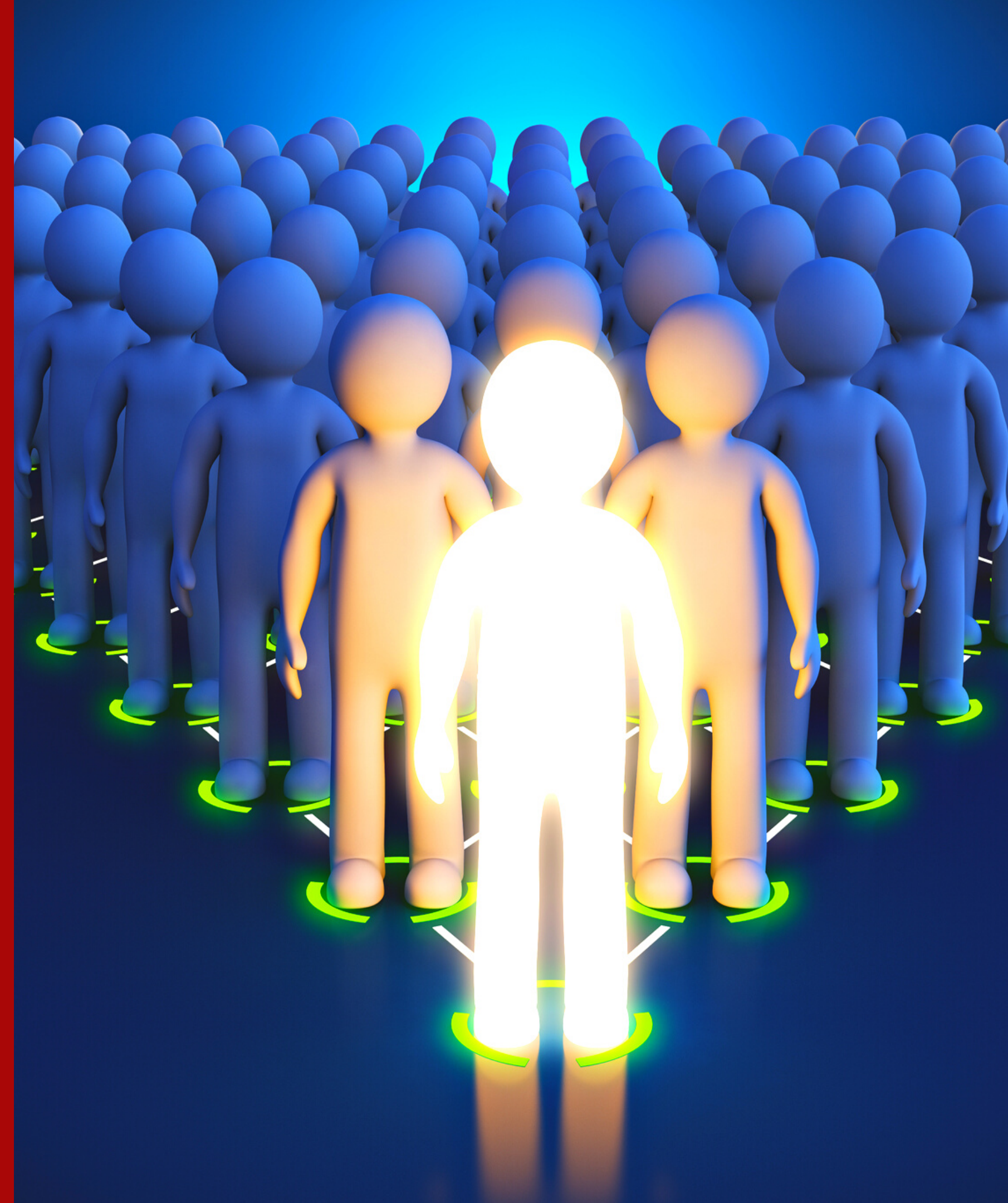
ZAINABU



EMMACULATA

SITUATIONAL LEADERSHIP

- Situational leadership is a flexible and adaptive leadership style that adapts to the needs of the team, group, or organization. It is not based on the specific skills of the leader; instead, the leader has to modify his or her leadership style to suit the requirements of the group, team, or organization.
- Situational leadership is the model of choice for institutions around the world that want to develop people and workgroups, establish rapport, and bring out the best in their people.



Steps for Situational Leadership

Step 1 Telling/Instructing

Step 2 Selling/Coaching

Step 3 Participating

Step 4 Delegating

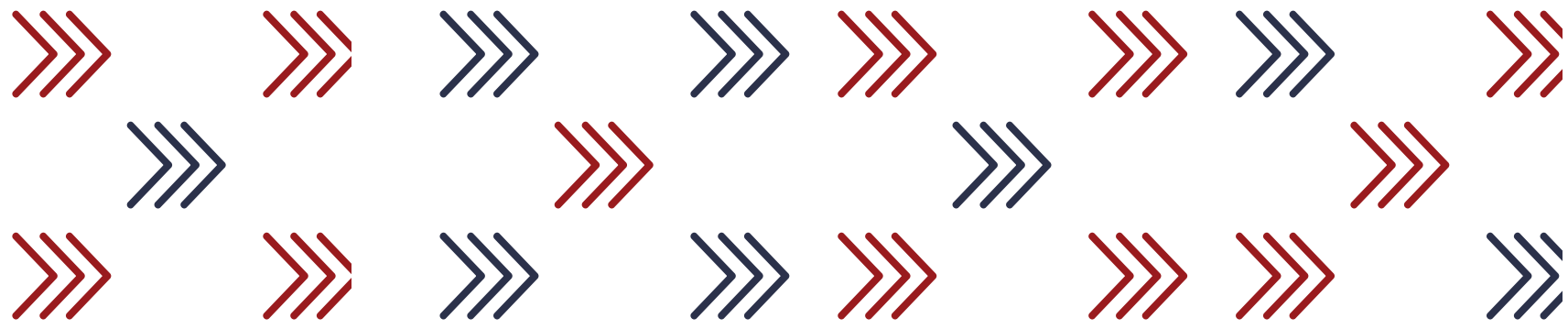


Telling/Instructing



In this style, the leader is dealing with beginners or people with low competence in given tasks. The leader has to lead by doing the following:

- Preparing clear instructions or user manuals.
- Giving clear instructions with checklists.
- Ask testing questions to confirm that instructions are understood correctly.
- Supervise closely and check regularly.



Selling/Coaching

In this style, the leader is dealing with people with some competencies, but who lack commitment. The leader has to lead by doing the following:

- Explain clearly the task and what should be done.
- Emphasize the correct execution and what the leader expects.
- Ask for suggestions and ideas on how to alternatively do the task.
- Set an agreement about expected results.
- Give corrections or feedback to encourage specific behaviors.





Participating

In this style, the leader is dealing with people who have mastered the tasks and are also committed. The leader has to participate or motivate his group by:

- Listening to the members and working together to find the problem/solutions.
- Collaborating with the members to look for possible solutions.
- Asking for possible solutions and ideas to solve the problem.
- Making collaborative decisions regarding desired outcomes with team members.



Delegating

In this style, the leader is more of a manager. The people under him are highly committed and highly competent. The leader leads by:

1. Clearly describing what tasks need to be done and by whom.
2. Expressing trust and explaining why should the team to work on the task.
3. Providing the team with the necessary resources to do the task.
4. Stepping back and monitoring the team or guide them.



Leadership Test

This leadership test is designed to help the students clearly understand what type of leader they are.

The students should read the description on the left side of the table and then rate their answers based on the given scale of 1 to 5.

1 - Never

2 - Rarely

3 - Sometimes

4 - Most Times

5 - Always



| STATEMENT | ANSWER |
|---|------------------|
| I often listen to the personal problems of people around me. | <u>Sometimes</u> |
| I solve problems in a creative manner. | |
| I clearly define my responsibilities and those of my teammates. | |
| I am completely devoted to my daily studies, assigned tasks, and classwork. | |
| I show and express strong motivation for my studies and my duties. | |

| STATEMENT | ANSWER |
|---|------------------|
| I like to ensure that there is continuity in the daily tasks. | <u>Sometimes</u> |
| I show compassion and care when dealing with my fellow students, friends, or peers. | |
| I clearly formulate goals and targets for myself and for my team. | |
| I search for new innovative ways to do my tasks and for potential improvements. | |
| I try to maintain an influential network of influential contacts. | |

Self-leadership is about
awareness, tolerance, and not
letting your own natural
tendencies limit your potential.

THANK YOU

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