

Leadership Profile Indicator

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Leadership Styles: Grid Approach

- People concern (PC)
- Task concern (TC)

Leadership Behaviour

- **Regulating Behaviour** : one way communication, directs, structure, control, and supervise
- **Nurturing Behaviour**: two way communication, praise, listen, and facilitate

Leadership Styles

- Style 1 (high Reg. low Nut.): **Directive**
 - Style 2 (high Reg. high Nut.): **Supportive**
 - Style 3 (high Nut. low Reg.): **Consulting**
 - Style 4 (low Nut. low Reg.): **Delegating**
- **Development level:** competence and motivation level of employees

SITUATIONAL LEADERSHIP STYLES

**DELEGATING
STYLE**

**HIGH MOTIVATION
HIGH COMPETENCE**

**DIRECTIVE
STYLE**

**LOW COMPETENCE
HIGH MOTIVATION**

**CONSULTING
STYLE**

**LOW MOTIVATION
HIGH COMPETENCE**

**SUPPORTIVE
STYLE**

**LOW COMPETENCE
LOW MOTIVATION**

Answer and Work Sheet

- **Column I:** Situations
- **Column II:** Encircle your responses
- **Column III:** encircle same letter as in column II to determine your dominant leadership style
- **Column IV:** Encircle the same letters as encircled in column III.

Add the number of encircles in each column. Multiply the total in column 1 by 3, 2 by 2, 3 by 1, & 4 by 0.

Dominant Style & Backup Style

Leadership Adaptability

- Find the sum of converted values in column IV.
- This will range from 0 to 36. Multiply the same by 2.8 and the range will be 0 to 100.
- This is your leadership effectiveness or adaptability

Team Effectiveness

- Column V and VI give you areas for improvement. In part V total in each column the number of encircled letters.
- Similarly total each column in part VI.
- A score of 2 or more in a column shows that you need to pay attention as a leader

Teamwork

- **Cohesion**- group functions as a strong team
- **Collaboration**- work together to reach a goal
- **Confrontation**- in case of conflict, generates alternative solutions

Thank you