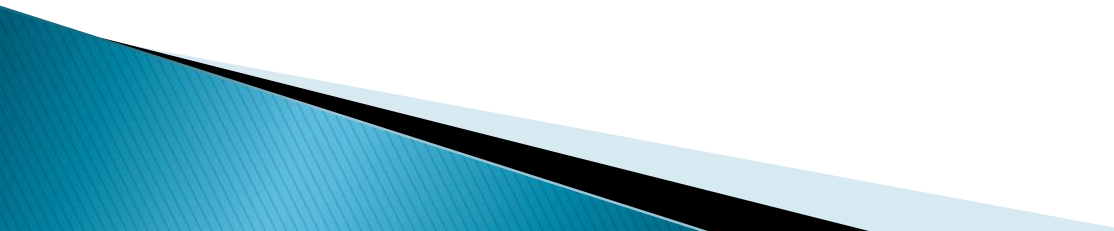


SITUATIONAL LEADERSHIP

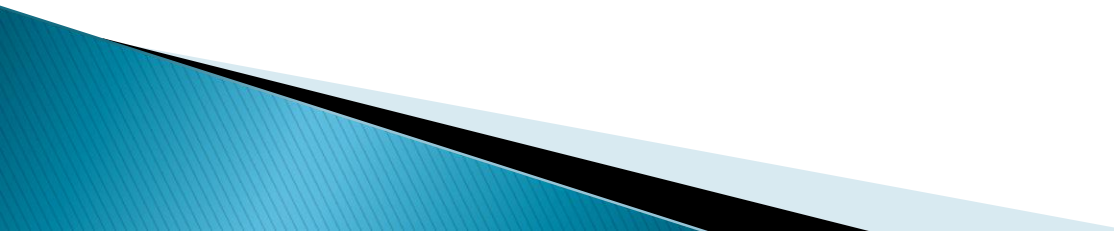
Prof. Deepti Bhatnagar



Task - Oriented Leadership

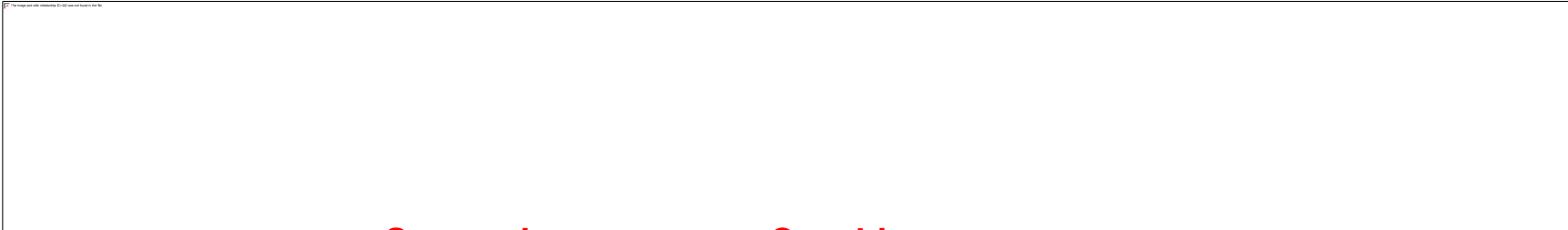
- ▶ **Communicates expectations**
 - ▶ **Encourage uniform procedures**
 - ▶ **Assigns tasks to people**
 - ▶ **Schedules work to be done**
 - ▶ **Decides what and how**
- 

People-oriented Leadership

- ▶ **Friendly, approachable**
 - ▶ **Concern about personal welfare**
 - ▶ **Does small things to show concern**
 - ▶ **Consults members**
 - ▶ **Explains his/her actions**
 - ▶ **Tries to understand others**
- 

Maturity of Followers

	<u>High</u>	<u>Low</u>
	Problem solvers Initiative takers	Problem finders Lack initiatives
Task	Hard workers High standards	Unwilling to work long Complacent with mediocrity
Responsibility	Work in boss's absence Eager to take new responsibilities	Work when directed Seldom volunteer, overly compliant
Relevant preparation	Trained and experienced INTEGRITY and EI	Poorly equipped



<p>3</p> <p>Supporting</p> <p>Moderately Mature</p>	<p>Coaching</p> <p>Moderately Immature</p> <p>2</p>
<p>4</p> <p>Delegating</p> <p>Very Mature</p>	<p>Directing</p> <p>Very Immature</p> <p>1</p>

