The skill/will matrix... ...for line managers

Use 'situational leadership' styles for different levels of skill and will.

High motivation

Direct beginners

- · Show them what to do
- · Be hands-on
- · Give constant feedback
- · Stay available
- Focus on skill

Delegate to masters

- · Trust them to do it
- Empower them as an expert
- · Find new challenges
- Don't take for granted
- · Ask them what's next

Low skill

Coach

- Suggest what they could try
- · Ask good questions
- Empower and encourage
- · Build confidence

Support apprentices

- · Believe they can do it
- Develop motivation
- Gradually raise the stakes and the pace
- They're better than they realise!

Low motivation

High skill

Real Leadership In Realtime How To Lead With High Skill At High Speed

Silas Mary

Real Leadership In Realtime How To Lead With High Skill At High Speed:

Leader's Guide: Building High-Performing Teams Alexander Maasik,Ott Jõgi,2016-09-22 At first glance leadership seems like magic There seem to be so many unknowns Some say it s more like art than science That s not true What many people don t know is that a lot of magic is based on rules There are best practices common procedures to follow acts that everyone replicates and processes every magician knows You can see those acts and processes in here *Greater: The Winning Mindset of High Achievers* Silas Mary, 2025-02-17 High achievers don t think like the average person they think bigger bolder and more strategically Think Higher Live Greater unveils the mindset of the world's most successful people and teaches you how to adopt their thought patterns for yourself This book explores the unique mental habits that high achievers rely on to push past limitations take massive action and live life on their own terms You ll learn how to raise your standards cultivate a mindset of possibility and set yourself up for a life of greatness Through practical exercises and powerful mindset shifts you ll develop the mental framework needed to reach your full potential and live a life of unparalleled success This book will show you that when you think higher you inevitably live greater **Leading at a Higher Level** Ken Blanchard, 2018-11-08 40 Years of Breakthrough Leadership Insights in One Extraordinary Book From The One Minute Manager to Raving Fans Ken Blanchard's books have helped millions of people unleash their power and the potential of everyone around them For 40 years The Ken Blanchard Companies has helped thousands of organizations become more people oriented customer centered performance driven and socially responsible Now in this fully updated third edition of Leading at a Higher Level Blanchard and his colleagues bring together all they ve learned about world class leadership including brand new chapters on building a high trust workplace collaborating for high performance driving success through mentoring and leading at the organizational level You ll discover how to create targets and visions based on the quadruple bottom line and make sure people know who you are where you re going and the values that will guide your journey Leading at a Higher Level presents the definitive discussion about using SLII the most widely used leadership model in the world to lead yourself individuals teams and entire organizations More important you ll learn how to dig deep within discover the personal leadership point of view all great leaders possess and apply it throughout your entire life This book will guide you inspire you provoke you and be your touchstone Discover how to Go beyond the short term and zero in on the right target and vision Eliminate the gap between your company's stated values and actual behavior Deliver legendary maniacal customer service and earn raving fans Truly empower your people and unleash their incredible potential Create a coaching culture that boosts performance at every level Ground your leadership in humility and focus on the greater good Leading at a Higher Level is for everyone who wants to become a better leader in any company any organization any area of life Leading at a Higher Level makes clear that respect and integrity aren t pleasant sounding options they are essential criteria for an organization's survival As inspiring as it is instructive this book belongs in every leader's core curriculum WARREN BENNIS

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