Situational Leadership Model

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Situational leadership is an initiative style that has been created and contemplated by Kenneth Blanchard and Paul Hersey. Situational leadership refers to when the manager or leader of an association must alter his style to fit the advancement level of the followers he or she is attempting to impact. With situational leadership, it is up to the manager to change his style, not the supporter to adjust to the leader's style. In situational leadership, the style may change consistently to address the issues of others in the association in light of the circumstance. Therefore, the paper defines situational leadership model and outlines the direction of the argument that will be taken.

Many findings have been brought forward in an attempt to come up with the many theories that are associated with situational leadership model. Some of the findings relate to telling and directing, selling and coaching, participating and supporting, and development level. The development level of the follower regulates the situational leadership style of the manager. Research also indicates that situational leadership style is the most effective style of leadership because when the manager adjusts his leadership style to fit the employees, followers seem to work better and attain the required goals of the organization.

Annotated Bibliography

Blanchard, K. & Hersey, P. (1970). A leadership theory for educational administration. Educ, 90(4) 303-310. Retrieved from http://web.ebscohost.com.ezproxy.umuc.edu/ ehost/pdf ?vid=6&hid =4&sid =de12bcd7-4f26-43b4-9e6c-cda29c9b034e%40sessionmgr4

This work gives an explanation of the life cycle theory of leadership and provides applications in the field of the leadership of education. Additionally, the work is an early treatment of an idea that is referred to as situational leadership theory. The major idea is that a leader’s style should change with the maturity level of the manager, whether that is a subordinate group or an individual.

Graeff, C. (1983). The situational leadership theory: A critical view. Academy of Management Review, 8(2) 285-291. Retrieved from http://web.ebscohost.com.ezproxy .umuc.edu/ehost/pdf?vid=4&hid=4&sid=3744cfa7-8f51-413a-b07e-0c43132b4162%40 sessionmgr4

The author of this article provides a critique and an analysis of the situational theory of leadership. Additionally, the article indicates the specific references that are made to every formulation. Furthermore, the author analyses the normative model of the theory which relates to consideration and structure behavior to maturity. The author also analyses the LEAD instrument, which is an inventory of leadership styles.

References

Ventresca, P. (2014). Situational Leadership. Leadership Excellence, 31(9), 13

McCleskey, J. A. (2014). Situational, Transformational, and Transactional Leadership and Leadership Development. Journal Of Business Studies Quarterly, 5(4), 117-130.

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Hersey, P. (2009). Situational Leaders. Leadership Excellence, 26(2), 12.