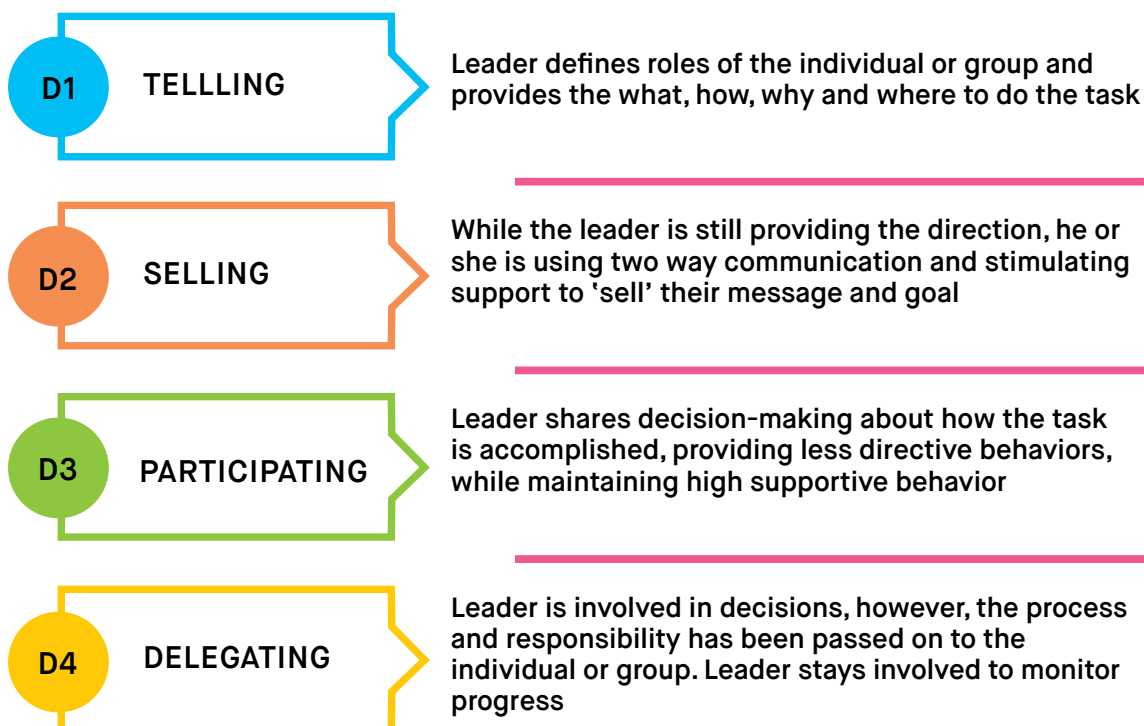


SITUATIONAL LEADERSHIP INTO PRACTICE

In order to be able to fulfill an executive function well, three questions are central: what is my personal style of preference, what are my strong points and what do my employees, my colleagues or team members need (at which moment)? Hershey and Blanchard have placed the four most frequently occurring styles in a quadrant, much loved by consultants, with on the axes of leadership styles: directive (horizontal) and supportive (vertical). Four maturity levels of a team are posited by Hersey and Blanchard with letter designations:



D1 - Low competence and low commitment

D2 - Low competence and high commitment

D3 - High competence and low/variable commitment

D4 - High competence and high commitment

