

The right leadership style



Exercise 3

Choose two or three groups of which you are a member as you did in the first Hersey & Blanchard exercise (p.46). Observe and decide the level of commitment and the level of skill of the group members. From this decide the maturity level of the group as you did in Part C of Exercise 1.

Then decide the **appropriate leadership style** for the group.

FILL IN YOUR ANSWERS IN PART A OF THE TABLE BELOW.

Part A. Group	Commitment/Skill Level	Maturity of Group	Appropriate Leadership Style
EXAMPLE: TRAINING GROUP	VARYING COMMITMENT SKILL LEVEL HIGH	LEVEL 3	SUPPORTING

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What leadership style is the group getting? What style does it need? Are you involved in any groups where you think there are any **discrepancies** between the recommended and the actual leadership styles?

What are the results of this mismatch?

PUT THE RESULTS OF YOUR OBSERVATIONS IN PART B OF THE TABLE BELOW.

Part A. Group	Commitment/Skill Level	Maturity of Group	Appropriate Leadership Style
EXAMPLE: TRAINING GROUP	VARIABLE HIGH	LEVEL 3	SUPPORTING

Part B. Actual Leadership Style	Effects if Discrepant
DIRECTING	GROUP REJECTS LEADER SUGGESTIONS

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