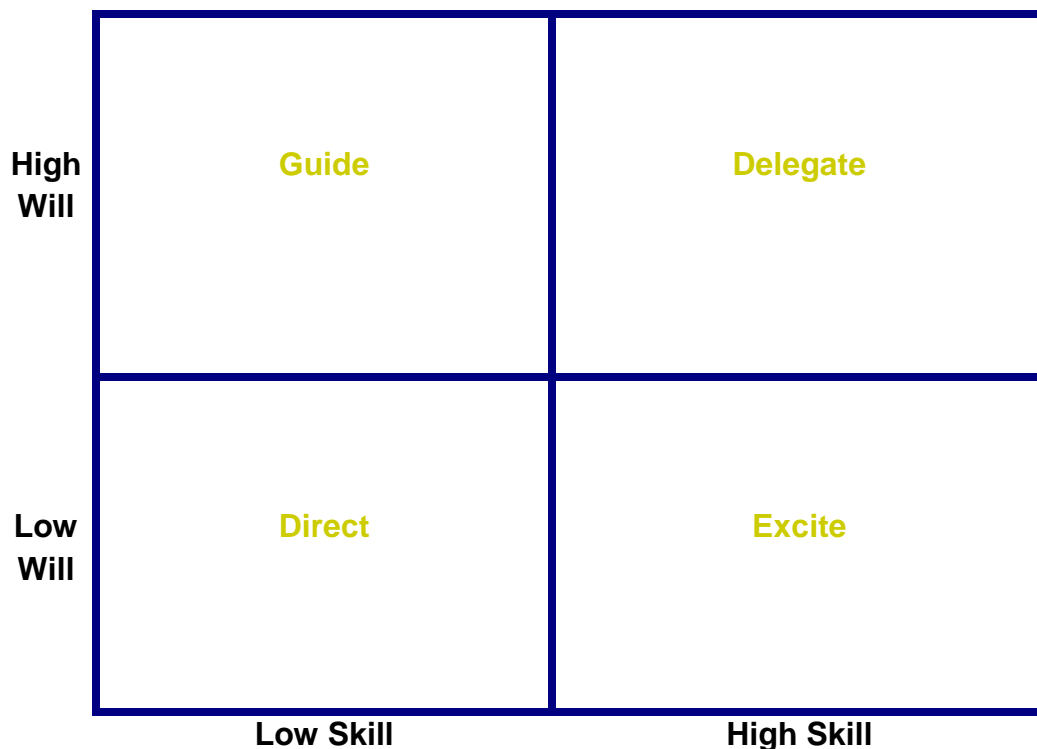


How to Increase Your Success as a Team Leader

INSPIRATION FOR SUCCESS - October 2008

This month's email is about a very simple and valuable tool for determining your approach to managing team performance. Apply it, and it will increase results from your team and help you retain your staff. I share this in my High Performance Team Leadership Programme. It is so simple, however, those who use it report back to me that it is very useful. Often the simple tools are the best. It can also be helpful when encouraging children with their development.

Blanchard's Situational Leadership Model (The Skill/Will Matrix)



What you have here is a very simple tool to decide on your team strategy. Leaders can adopt a one size fits all strategy. And when one of the prime reasons for people leaving a business is their relationship with their line manager it is well worth adopting.

Low/skill low will may be new people into the business who are afraid of taking action. They usually appreciate a more **direct** style of telling them what to do. **Low skill, high will** may be new into a role or not know a lot about a new subject area.

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and will appreciate **guidance**. I left a company early in my career because my line manager insisted on almost always adopting a directive style. My enthusiasm was sapped and I was therefore very open to a call from a recruitment consultant. **High skill, low will** may be people who are feeling impacted by circumstances. They need **motivation** and help to feel excited about their work again. **High skill, high will** let them fly by **delegating** work to them. Sometimes these people become your right hand person. This will also enable you to focus on other priorities.

This is also a helpful tool to think of where you are at the moment in what you do. It may help you decide how you would like to be managed.

Wishing you success always,

Chris Cooper
Managing Director

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