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a MESSAGE from SYLVIA

Situational Leadership

During the course of my lengthy and diverse career I've discovered over and over again that a one-size-fits-all style of leadership just doesn't work. Leading people through planned organizational change requires a different way of *being* from that of helping folks recover after an office building fire. Leading a team through times of staff reduction or expansion demands a different way of *being* from that of introducing new project completion procedures. Think about it. If you are in a leadership position, know that you really can't lead people the same way every minute of every day. Not if you need or want to get best results...

All leaders must be mindful of the big differences or even the little nuances between various types of situations. You must become what is known today as a **situational leader**, someone who is aware of the importance of diagnosing a state of affairs before deciding what to do and how to act. A

situational leader adjusts his or her behavior to fit the circumstances,



Crocus in mygarden right after the big late snow storm!

communicates with others using words and body language they understand, and manages the subsequent movement. This is a skill. And it can be learned.

In my feature article below you will learn four styles from which leaders may choose when considering all of the kinds of situations they may encounter during any given month of the year. To what extent are you familiar with them? Which of these is your natural, default style? Why?

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FEATURE ARTICLE

4 Leadership Styles...4 Different People?

To be a situational leader you don't need to become four different people. However, you do need to know which style comes most naturally to you and how you can incorporate the other three styles into it depending on what is happening. In other words, you've got to be flexible. Other people, projects, productivity, services, sales, and your company at large depend on it.

Take a look at the four leadership styles below. As you will see, each has aspects to celebrate as well as aspects that can cause problems if you don't monitor them.

- **Directors** tend to focus on goals and the bottom line. They make fast decisions and take risks. They may be too blunt, brusque, and hasty.
- **Expressers** focus on people. Entertaining and fun, they are idea generators. They may lack clear priorities which prevents them from completing tasks and projects.
- **Thinkers** focus on facts and processes. They care a lot about accuracy, credentials, and quality control. Their black and white linear thinking, inability to see the big picture, and resistance to risk taking can keep them stuck.
- **Harmonizers** focus on relationships. Warm, friendly, and loyal, they love to work in teams. Establishing and maintaining peace is very important. They often avoid conflict, remain unclear about goals, and take forever to make decisions.

Which of these is your dominant leadership style? How has it been working for you? What is possible if you deliberately and consciously choose to blend it with the others?

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What Clients Say

I am a nurse who supervises several staff persons as well as facilitates a continuous quality improvement committee at a large medical center. Although I've practiced nursing for twenty years, I am relatively new at managing employees and totally green at heading up a committee. After a few very frustrating months trying to deal with added responsibilities, I realized that I couldn't lead committee members in the same way I lead my staff. Someone told me about Sylvia, and I decided to hire her to help me sort this out. While working together, I learned about situational leadership—a term I'd never heard before. Over six months Sylvia showed me how to BE and what to DO to succeed in these two different leadership roles. With tears in my eyes, I am relieved to tell you that I am flourishing at work now. I could not have figured this out on my own.

-- Rachel W., R.N., Philadelphia

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Offers and Opportunities

FREE TELESEMINAR on April 26

Have you ever considered the fact that you can gain situational leadership skills while volunteering at your favorite community nonprofit organization? Well, you can—and a whole lot more! Sign up for Sylvia's first free teleseminar of 2017. On April 26th at 12:00 PM EDT she will present a one hour audio event entitled "The Value-Add in Volunteering: 5 Competencies You Can Take Anywhere". If you're curious, [click here](#) to read more details.

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RESOURCES

A One Minute Self-Assessment

To determine your ability to be an effective situational leader, rate yourself on a scale of one to five (with five representing the highest possible score) in the following skill areas:

- _____ I can read situations accurately.
- _____ I comprehensively understand the nature of situations as they arise.
- _____ I utilize appropriate leadership styles in various situations.
- _____ I am able to influence people and situations with my style(s).
- _____ I do not waver or flounder in my use of appropriate leadership styles.
- _____ I reflect on my effectiveness or lack of it once on the other side of a given situation.
- _____ I proactively seek feedback on my use of various leadership styles from my supervisor, staff, colleagues, and/or Board of directors.
- _____ I am willing to make changes in how I use different leadership styles to get better results going forward.

Now add your scores: _____

A total score of 40 or higher indicates that you are a very effective or a reasonably effective situational leader at this point in your professional life. A score between 30 and 40 indicates that you are in the process of developing into a situational leader. A score of 29 or below invites you to consider some concentrated leadership training/coaching.

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TIP

Referring back to the four leadership styles presented in the feature article, identify the style that you know or believe would be the most challenging for you to adopt. Try to connect with the underlying reason(s) why. Describe one thing you could do now to minimize or move past the challenge. You can be sure that you're going to need to step into that style at some point. It's wise to prepare for the occasion before you find yourself facing it.

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Where in the World is SYLVIA?

On Sunday afternoon, April 9th, Sylvia drove to her alma mater, Lebanon Valley College, in Annville, PA for their annual Symphonic Band Concert. Titled “Dances and Dreams”, this intoxicating program put the audience into another world. Sylvia travels to LVC several times each year to enjoy various vocal and instrumental musical events which are always pristinely performed.

Sylvia set aside time on Sunday, April 2nd, to attend an exquisite performance of Mozart’s Requiem in D Minor, part of a concert series, at Trinity Lutheran Church in Camp Hill, PA. Did you know that Mozart holds the status of #1 musical genius in human history, perhaps equaled only by Johann Sebastian Bach?

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Join Sylvia on these social networks!

About This Ezine

The purpose of this Ezine is to: 1) Provide readers with valuable FREE content which contributes to personal and professional growth as well as overall career development; and 2) Invite readers to take next steps toward working directly with Sylvia.

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About SYLVIA

Sylvia Hepler, Owner and President of Launching Lives, LLC, specializes in career development for both corporate and nonprofit executives and managers. Based in South Central PA, she specifically supports clients as they upgrade their current job performance, seek a promotion, or plan/navigate a career transition. What makes her services unique is that Sylvia helps people to cope with change, loss, and grief as they work on developing their careers. Her professional background includes: nonprofit executive management/leadership, nonprofit community health program start-up, program evaluation, public speaking, business and freelance writing, teaching, and retail sales.

A certified executive coach through The Rescue Institute in Golden, Colorado and Quantum Endeavors in Chicago, Illinois (plus a participant in extensive continuing education opportunities with several coaches of national notoriety), Sylvia offers individual and group coaching, assessments, teleseminars, workshops, keynote speeches, and retreats. She also has created tangible and downloadable products that augment her coaching and speaking services.

For more information and to connect with Sylvia try:

[Launching Lives Website](#)

[Click to contact Sylvia by Email](#)

Reach Sylvia by phone at **717-761-5457**

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Launching Lives SERVICES

Launching Lives, LLC is a full service career development company for managers and executives located in South Central PA. Utilizing a holistic approach to service provision, Launching Lives focuses on supporting clients as they create the platinum level career they desire by upgrading their job performance, seeking a promotion, or planning/navigating a career transition

Often people don't really know HOW they might benefit from coaching. Quite simply, ask yourself these questions: "What can't I seem to resolve on my own? What is keeping me awake at night? What am I missing when I look at a certain situation? How can I get to the next professional level? How can I learn

certain skills quickly? How can I narrow my professional gaps? How can I motivate my staff? How can I communicate more effectively so I serve myself and others better? How can I reduce my work-related frustration? How can I develop a viable plan of action for myself and/or my organization? How can I obtain greater job satisfaction? Coaching may be the SOLUTION to any of these issues.

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