

# Notes



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## Turning Goals into Results

### Re-evaluating your leadership style

Once you've established your goals, you'll need to decide how you're going to make it all happen – yourself and through your team.

To do this you may need to consider re-evaluating your leadership style in order to keep everyone on track. It is important to be aware of the need to adapt your leadership style to different situations, according to the Situational Leadership theory. The different styles within this theory are:

- **Directing** (or telling)
- **Coaching** (or selling)
- **Supporting** (or participating)
- **Delegating**

The choice of style will depend on how long the team has been working together, their skills and attributes, levels of trust and communication within the team – and of course your level of confidence! Your natural style may not be the style required at that time, and it takes confidence to adapt! Alternatively you may need think about the traditional leadership styles of:

- **Autocratic**
- **Democratic**
- **Laissez-faire**

What is your natural style? Is this the most appropriate at the time? Again it takes confidence to adapt.

### Leadership and Management



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