

Free essay about situational approaches to leadership

[Profession](#), [Student](#)



1. The leadership style of my supervisor is supportive. My instructor has played a motivational role in a way that he has tried to encourage all the students to participate in the class, and making them confident so that they can become productive as well as self-sufficient. My instructor has persuaded the students that they have the capability of accomplishing the task assigned. He has assigned the tasks to students, and provided support to student when they needed. My instructor has also tried to reduce the stress of students, so that they can easily and confidently ask questions and remove the ambiguity that they have in their minds. My instructor has displayed the concern for the students. He has focused on the well being of students, and created an emotionally supportive environment in the class. My instructor has considered students as most important. Because of his supportive leadership, the students became motivated and encouraged to such an extent that they become readily willing to accept the challenges. His supportive leadership paves the way to increase in commitment, reduction of stress, increase in the self confidence, and improvement in the performance.

2. I have noticed that my supervisor have changed his leadership style according to the situation. He has followed the Situational Leadership Model. The Situational Leadership Model indicates four approaches, which are Directing, Coaching, Supporting, and Delegating (Bossons, Kourdi, Sartain, 2013). My instructor has adopted directing leadership style when students displayed low willingness and low capability of handling the task at hand. He has displayed coaching leadership when the students displayed low ability but high motivation and enthusiasm in order to manage the task given to

them. Further, he has also displayed supporting leadership style when the students showed high capability but low willingness for accomplishing the task. Moreover, my supervisor has also displayed delegating leadership when students have shown high ability as well as willingness for completing the task. He has adopted these styles in order to motivate the students that they can complete the task if they work hard. Students have learnt a lot from the leadership styles of instructor because he has taught them after visualizing the situation. He has focused on the adoption of the best method so that students can learn easily what is taught to them.

3. I would recommend my supervisor to take a training seminar on the Situational leadership Model, Fiedler's Contingency model, or the Path-Goal model, because it would help my supervisor to adopt the leadership style in accordance with the situation in order to teach the students in the best possible manner. It would also be beneficial for supervisor as he can develop an understanding regarding the structure of the task, and then he can support the students for completing the task in effective manner. It would also be effective for my supervisor as he can learn to develop relationship with students in order to increase their confidence level. He can also learn that leaders can play an effectual role in some situations, but it is not possible for them to behave same in all the situations. In order to improve the effectiveness, he can change his leadership style according to the situation. By attending a training seminar he can get the knowledge and information about the factors that exert their influence on the leadership, and can learn ways of improving their leadership skills for teaching students in effective manner.

References

Bossons, P., Kourdi, J., Sartain, D. (2013). Coaching Essentials: Practical, proven techniques for world-class executive coaching. Bloomsbury Publishing Plc, London