

# Project Management

## Topic 6.1 Leadership

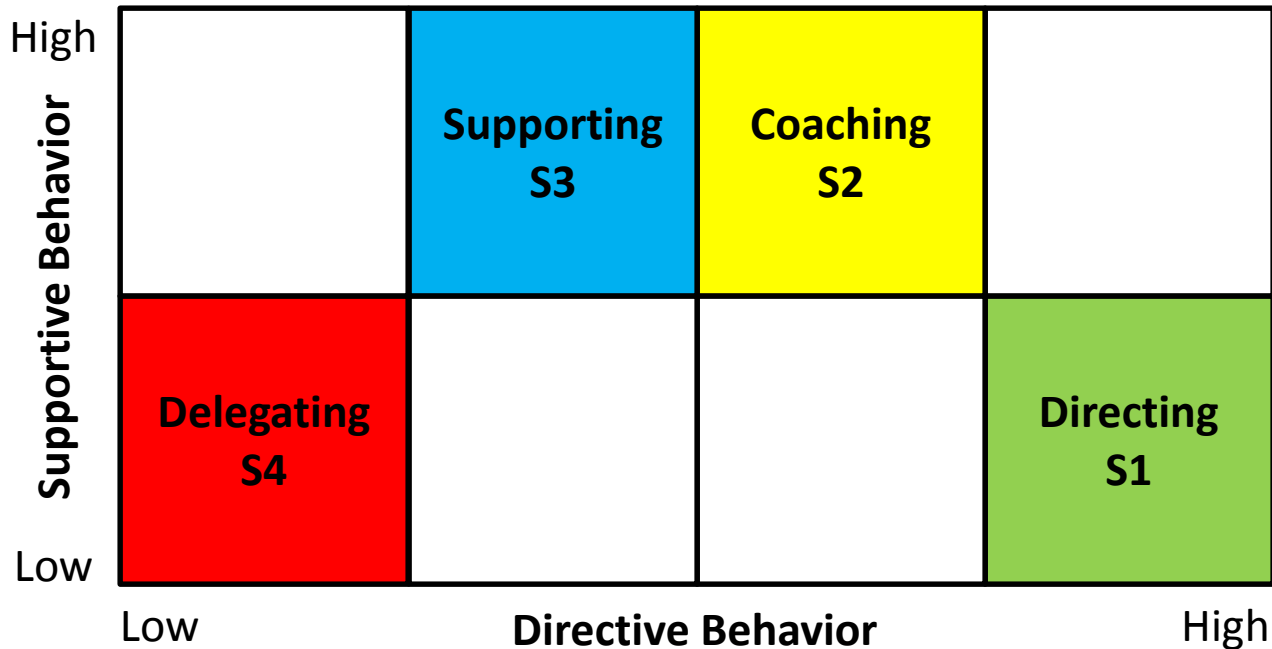


# Common Threads of Team Leadership Models

- Leadership is **dynamic and flexible**
- Leadership must be **balanced**
- **Relationships are important**, but vary in influence
- **Consensus** decisions are **not dominant**
- Must **match** the style and discipline to the readiness and objective **to achieve performance**
- Leader must **make** the **necessary adjustments**

# Situational Leadership Model

## Leadership Behaviors



## Follower Readiness



# Uniqueness of Situational Leadership

- Continuum of four styles
- Applied to individuals based on readiness
- Potentially a different style for each individual
- More complex, but best describes the project management environment

# 6.1.1 Simulation Exercise



## Leadership Situations

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# Leadership Models Discussion

- Leadership models
  - Situational Leadership  
(Hersey & Blanchard, 1980s)
  - Single Leader/Team  
(Kazenbach & Smith, 2001)
- Can you identify other models?
- Have you experienced any of these?

# Leadership Structures Address the Following

- How the leader is appointed (and perhaps, un-appointed)
- Degree of formal authority given to the leader versus the team itself
- Team leader as a: member and co-performer on the team, a supervisor, or external facilitator?

# 6.1.2 Roundtable Exercise



## Leadership Structures

- Which structures have you experienced?
  - Supervisor
  - Co-performer
  - External facilitator
- In each case how was leader appointed?
- How much did each encourage self-leadership?

**Share your thoughts in roundtable discussion**

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