

FOUR CORE COMPETENCIES FOR LEADERS

Diagnose

Understand the situation that needs to change.

Adapt

Adjust your behavior in response to the contingencies of the situation.

Communicate

Interact with others in a manner they can understand and accept in relationship to their readiness level.

Advance

Manage the movement through influencing behaviors.

Using Situational Leadership

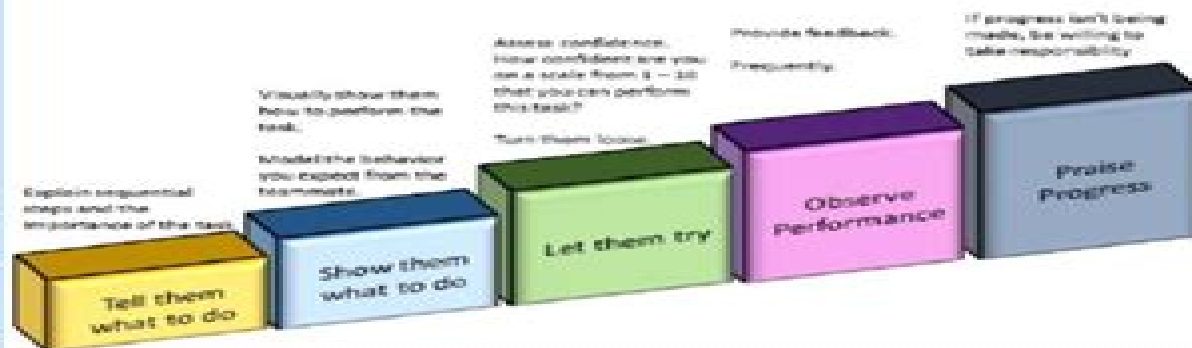
Be aware of putting all your focus into results. While results are important, your people should be your number one area of focus. ~Ken Blanchard.

If you take care of your people, your people will take care of your customers and your business will take care of itself. ~ J.W. Marriott

Performance Readiness Level

R1 Unable Insecure Unwilling	Confused, unclear, afraid of failure Defensive, intense frustration
R2 Unable Confident Willing	Fast verbal pace, seeks clarity Listens carefully, quick to act Preoccupied with outcomes vs increments
R3 Able Insecure Unwilling	Questions own ability; focus on potential problems Hesitant or resistant
R4 Able Confident Willing	Keeps you informed of progress Makes efficient use of resources Responsive to suggestions

Five Steps to Develop Competence and Commitment



One Minute Manager Study Guide

Elaine L. Wilmore



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