

UNITE

UNITE THE WORLD WITH AFRICA FOUNDATION, INC.

SITUATIONAL LEADERSHIP

@unitetnz

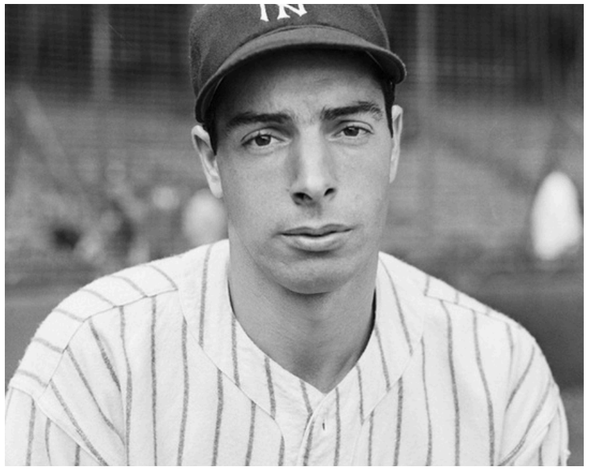
UNITESCHOLARSPROGRAM.ORG

FAMOUS QUOTES ON LEADERSHIP



"Great leaders don't set out to be a leader, they set out to make a difference."

MICHAEL JOSEPHSON



"A person always doing his or her best at all times becomes a natural leader, just by example."

JOE DIMMAGIO



"A real leader uses every issue, no matter how serious and sensitive, to ensure that at the end of the debate we should emerge stronger and more united than ever before."

NELSON MANDELA

WHAT IS LEADERSHIP?

Leadership is the art of motivating a group of people to act towards achieving a common goal.

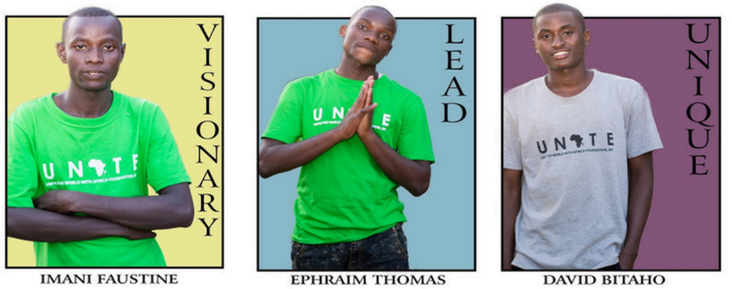
Leadership style is a leader’s method of providing direction, implementing plans, and motivating people.

QUESTIONS

1. Do you consider yourself a leader?
2. Do you always lead by example?



CHARACTERISTICS OF A STRONG LEADER



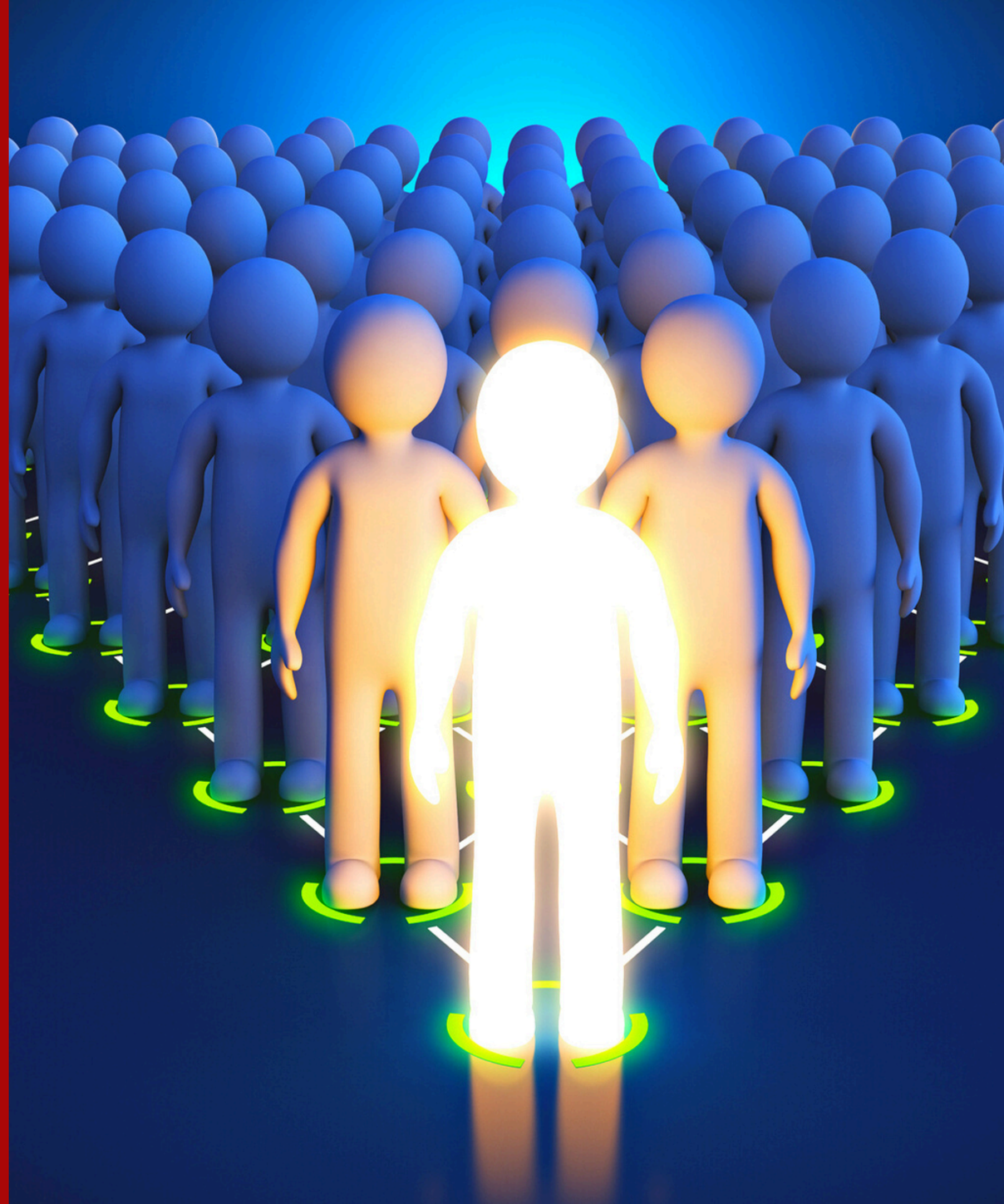




SITUATIONAL LEADERSHIP

- Situational leadership is a flexible and adaptive leadership style that adapts to the needs of the team, group, or organization. It is not based on the specific skills of the leader; instead, the leader has to modify his or her leadership style to suit the requirements of the group, team, or organization.

- Situational leadership is the model of choice for institutions around the world that want to develop people and workgroups, establish rapport, and bring out the best in their people.





STEPS FOR SITUATIONAL LEADERSHIP

STEP 1	TELLING/INSTRUCTING
STEP 2	SELLING/COACHING
STEP 3	PARTICIPATING
STEP 4	DELEGATING

TELLING/INSTRUCTING



In this style, the leader is dealing with beginners or people with low competence in given tasks. The leader has to lead by doing the following:

- Preparing clear instructions or user manuals.
- Giving clear instructions with checklists.
- Ask testing questions to confirm that instructions are understood correctly. Supervise closely and check regularly.

SELLING/COACHING

In this style, the leader is dealing with people with some competencies, but who lack commitment. The leader has to lead by doing the following:

- Explain clearly the task and what should be done.
- Emphasize the correct execution and what the leader expects.
- Ask for suggestions and ideas on how to alternatively do the task.
- Set an agreement about expected results.
- Give corrections or feedback to encourage specific behaviors.



PARTICIPATING

In this style, the leader is dealing with people who have mastered the tasks and are also committed. The leader has to participate or motivate his group by:

- Listening to the members and working together to find the problem/solutions.
- Collaborating with the members to look for possible solutions.
- Asking for possible solutions and ideas to solve the problem.
- Making collaborative decisions regarding desired outcomes with team members.



DELEGATING



In this style, the leader is more of a manager. The people under him are highly committed and highly competent. The leader leads by:

1. Clearly describing what tasks need to be done and by whom.
2. Expressing trust and explaining why should the team to work on the task.
3. Providing the team with the necessary resources to do the task.
4. Stepping back and monitoring the team or guide them.

LEADERSHIP TEST

This leadership test is designed to help you clearly understand what type of leader you are. Read the description on the left side of the table (on next pages) and then rate your answers based on the given scale below from 1 to 5.

1 - NEVER

2 - RARELY

3 - SOMETIMES

4 - MOST TIMES

5 - ALWAYS



STATEMENT	ANSWER
I often listen to the personal problems of people around me.	Sometimes
I solve problems in a creative manner.	
I clearly define my responsibilities and those of my teammates.	
I am completely devoted to my daily studies, assigned tasks, and classwork.	
I show and express strong motivation for my studies and my duties.	

STATEMENT	ANSWER
I like to ensure that there is continuity in the daily tasks.	Sometimes
I show compassion and care when dealing with my fellow students, friends, and peers.	
I clearly formulate goals and targets for myself and for my team.	
I search for new innovative ways to do my tasks and for potential improvements.	
I try to maintain an influential network of influential contacts.	



SCENARIOS

SCENARIO #1

A new student joins a high school mid-year and is unfamiliar with the school's systems and routines. The guidance counsellor Ms. Makuyu provides a detailed orientation session. She explains the school's rules, schedules and resources, and hands out a handbook to the new student. Ms. Makuyu closely monitors the new student's adaptation, checking in regularly to address questions and ensures the new student is integrating well.







DISCUSSION QUESTIONS

01 How can Ms. Makuyu assess the new student’s understanding and comfort with the new environment.

02 What methods can Ms. Makuyu use to ensure the new student feel welcomed and supported?

03 How might Ms. Makuyu adjust her approach if she finds that the new student is struggling to adapt despite the detailed orientation?

SCENARIO #2

In a chemistry laboratory, Dr. Manamba introduces a new experiment that requires extremely precise procedures. She demonstrates each step of the experiment, provides a detailed protocol, and oversees students as they conduct the experiment. Dr Manamba offers immediate feedback and corrects any error to ensure accurate results.







DISCUSSION QUESTIONS

01 How can Dr. Manamba ensure that students are following the laboratory procedures correctly?

02 What steps can Dr. Manamba take to address any safety concern or procedural mistakes during the experiment?

SCENARIO #3

In a foreign language class, Mama Mabula introduces a new grammar concept. She provides a detailed explanation, including examples and exercises. Mama Mabula closely monitors students as they complete practice activities, offering specific corrections and additional explanations to ensure comprehension of the new concept.











DISCUSSION QUESTIONS

01 How can Mama Mabula evaluate whether students are understanding and applying the new grammar concept?

02 What strategies might she use to support students who are struggling with the concept?

03 How might Mama Mabula adjust her approach if some students grasp the concept quickly while others do not?

SCENARIO #4

Zuma is promoted to lead a new team at a large tech firm that is integrating members from various departments including engineering, marketing, and sales. Each department has its own working style and priorities. To ensure a smooth onboarding process, Zuma starts by holding one-on-one meetings with each team member to understand his/her individual strengths, concerns and career goals. He learns that some members prefer structured tasks while others thrive in flexible environments. Zuma then organizes a comprehensive team-building workshop during which the team engages in collaborative exercises designed to build trust and learn each other's working style. He sets clear goals for the team, outlines each member's role, and encourages open communication. Zuma also implements a weekly check in to address any issues and adjust plans based on feedback.









DISCUSSION QUESTIONS

01 How does Zuma's approach to holding individual meetings help in understanding and integrating the new ream members?

02 What are the benefits of the team building workshop Zuma organized?

03 How does Zuma balance his directive and supportive in his leadership style?

SCENARIO #5

A man named Mentor notices that his team member Linda is struggling with meeting deadlines. Mentor schedules a coaching session with Linda during which he provides Linda with specific, constructive feedback on time management and privatization. Mentor works with Linda to develop an action plan that includes setting clear priorities and deadlines. He also offers ongoing support to help Linda implement the plan and improve her time management skills.







DISCUSSION QUESTIONS

01 How does Mentor's constructive feedback help Linda with time management?

02 What elements are included in the action plan developed for Linda?

03 Why is ongoing support important for implementing the time management plan?

Self-leadership is about awareness, tolerance, and not letting your own natural tendencies limit your potential.

THANK YOU

©2026

@unitetnz

UNITESCHOLARSPROGRAM.ORG

UNITE
UNITE THE WORLD WITH AFRICA FOUNDATION, INC.