



Situational vs. Transformational Leadership Choosing the Right Style

Leadership is often the most significant determining factor for teams and organizations. While different personalities and skill sets can produce an equal opportunity for success, one common trait is the ability to influence people in the right way at the right time toward key objectives.

The term leadership is often left in a broad, general context that encompasses everything from task management, to creating culture, to being head cheerleader prior to and during a new initiative. Often, however, a one-size-fits-all approach to leading people can result in mediocre impact, and mediocre results. The most effective leaders are able to adjust their style to best fit the task and the team.

One of the best ways to ensure that influence on others is directed in such a way to increase output, is to acclimate to those being led, and the situation they are currently in. This seminar conveys two very different styles of leadership, and equips people to assess a situation and apply the appropriate response.

Most leadership training is rooted in the Transformational style. The intent of Transformational Leadership is to create or change culture. This is best suited for situations when a certain atmosphere is the key objective. Situational Leadership, on the other hand is better suited for isolated situations. It could be construed as Management (whether of tasks or people). The leader evaluates the team members and the current project, then responds, in kind to drive progress toward the desired ultimate outcome. Both can be effective if used correctly. This seminar will empower leaders to use them with equal effectiveness.

Randy provides great, sensible information for managers looking for the next step and for leaders needing the next great leap.

James Dugger / Director of Operations / United Blood Services

This was the freshest approach to leadership training that I've seen in a good many years. Well worth the time!

Lee Cox / Associate Dean / South Plains College

Teaching the Essential Elements of Excellence for work and life!