

Hersey and Blanchard's Situational Leadership Theory Analysis Essay

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Hersey and Blanchard's Situational Leadership Theory (SLT) asserts that a leader's effectiveness is dependent upon the readiness, or ability and willingness, of the leader's followers to complete a task. This leadership style is an amalgamation of task-oriented and relationship-oriented characteristics that are employed depending upon the situation and the followers involved. According to the SLT, as followers increase in readiness the leader's style is to adapt accordingly (Kinicki & Kreitner, 2009).

The figures below (Babou, 2008) summarize the [leadership](#) behaviors that the SLT presumes are appropriate to the various stages of follower readiness. Each quadrant of the Leadership Behaviors chart corresponds to the same quadrant in the Follower Readiness chart.

Leadership Behaviors

Follower Readiness

For example, under this theory the leader would employ High Directive/High Support leadership behaviors to the Disillusioned Learner. Ideally, the leader helps the followers as they progress through the stages to achieve the Self-Reliant Achiever/Delegating level. While I do not necessarily fully subscribe to the theory, it does seem to have merit and I do believe that it is important for an effective leader to have the capability and flexibility to adapt his or her style to the needs of the followers in order to encourage everyone's success. I also believe that an effective leader plays a significant role in promoting and molding individuals' readiness as it relates to motivation and commitment. As such, I developed my leadership assessment with these points in mind. The assessment focuses on 14 attributes that I believe are important not only for a leader to be successful within the parameters of the SLT, but...

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...res any less difficult to ponder because they reveal that I have a long way to go – indeed further that I would have estimated. They also reveal that Bobby believes in my potential and my chances for success as an effective leader. I know I can do it, but it was very reassuring to hear it from another person who I respect very much. It also confirms the value of my decision to enroll in the Organizational Leadership degree program at CSU. The classes and exercises such as this will certainly be an integral part of my long-term success as an effective leader.

Works Cited

Babou. (2008, March 26). Variations in situational leadership [Online forum comment]. Retrieved from <http://leadershipchamps.wordpress.com/2008/03/26/variations-in-situational-leadership/>

Kinicki, A., & Kreitner, R. (2009). Organizational behavior (4th ed.). New York, NY: McGraw-Hill/Irwin.

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