

Hersey Four Leadership Styles

Tell:

- one-way
- no feedback
- no time to spare
- emergency
- critical times

Join:

- all participate
- decision boundaries
- time is needed
- confidence in group's abilities

★ Sell:

- one-way with feedback questions must be answered
- to implement mandates
- persuasion is used

★ Consult:

- all participate
- open communication
- time is needed trust, knowledge, & fairness

What is Your Leadership Style?

- Tell
- Sell
- Join
- Consult
- A combination ?
 - Of which ones
- What do you do when you're under stress?



McGregor Management Assumptions

Theory X

**People
Dislike
work**

**People must
be forced to
work**

**People are
unwilling to
assume
responsibility**

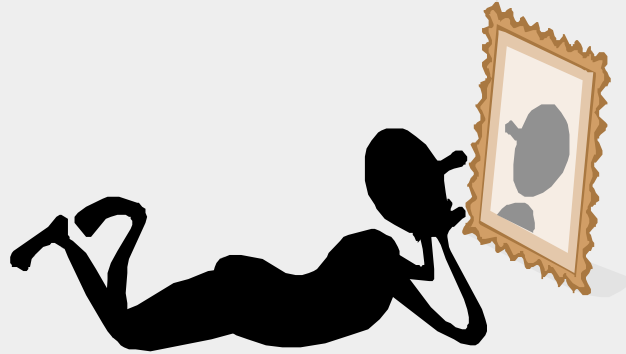
Theory Y

**People
like to
work**

**People self
manage well**

**People like to
assume
responsibility**

Reflective Moment



- What do you assume about people and work?
- Do you think people take initiative or are forced to work?
- What do you believe about people taking responsibility?
- Which group do you fit into?

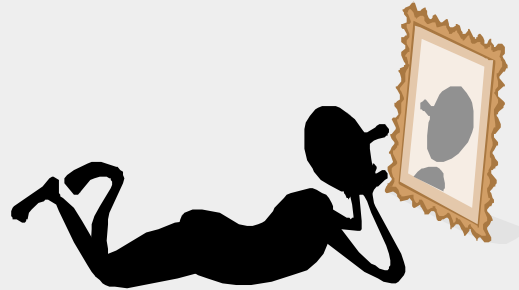


Four Things Necessary to Cause Vision to Become Reality:

- **Desire**
- **Willingness**
- **Belief**
- **Commitment**



Reflective Moment



- **Do you have desire?**
- **Are you willing?**
- **Do you believe in yourself?**
- **Are you committed?**



Lunch Break

