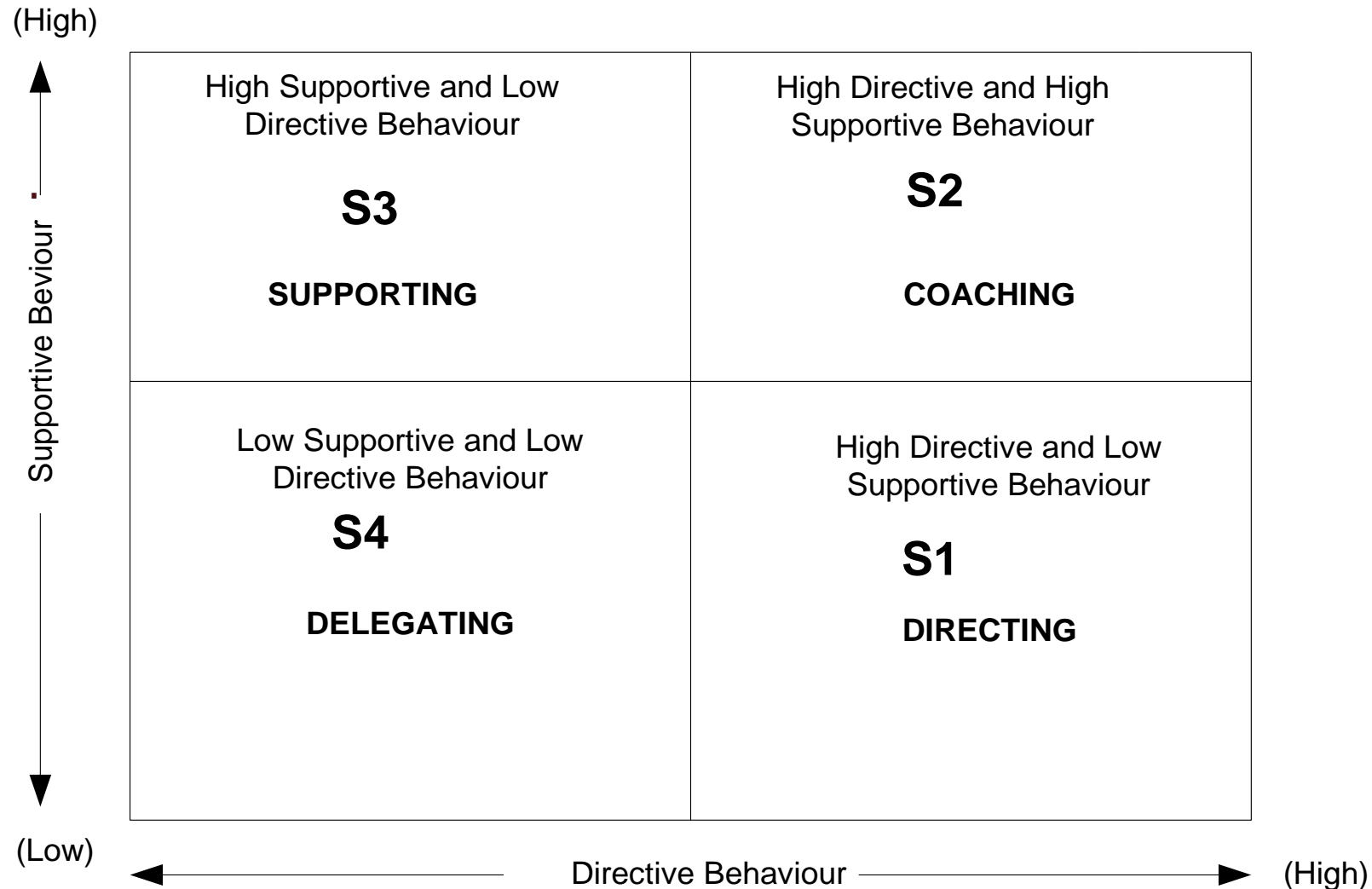


Situational Management



Development Levels

HIGH COMPETENCE	MODERATE TO HIGH COMPETENCE	SOME TO LOW COMPETENCE	LOW COMPETENCE
HIGH COMMITTMENT	VARIABLE COMMITTMENT	LOW COMMITTMENT	HIGH COMMITTMENT
D4	D3	D2	D1

DEVELOPED



DEVELOPING



Appropriate Management Styles

<p>Development Level</p>	<p>D1</p> <p>LOW COMPETENCE</p> <p>HIGH COMMITTMENT</p>	<p>D2</p> <p>SOME TO LOW COMPETENCE</p> <p>LOW COMMITTMENT</p>	<p>D3</p> <p>MODERATE TO HIGH COMPETENCE</p> <p>VARIABLE COMMITTMENT</p>	<p>D4</p> <p>HIGH COMPETENCE</p> <p>HIGH COMMITTMENT</p>
<p>Management Style</p>	<p>S1 DIRECTING</p> <p>structure, organise, teach & supervise</p>	<p>S2 COACHING</p> <p>Direct and support</p>	<p>S3 SUPPORTING</p> <p>Praise, listen & facilitate</p>	<p>S4 DELEGATING</p> <p>Hand over responsibility for day to day decision making</p>



Recruitment and retention

