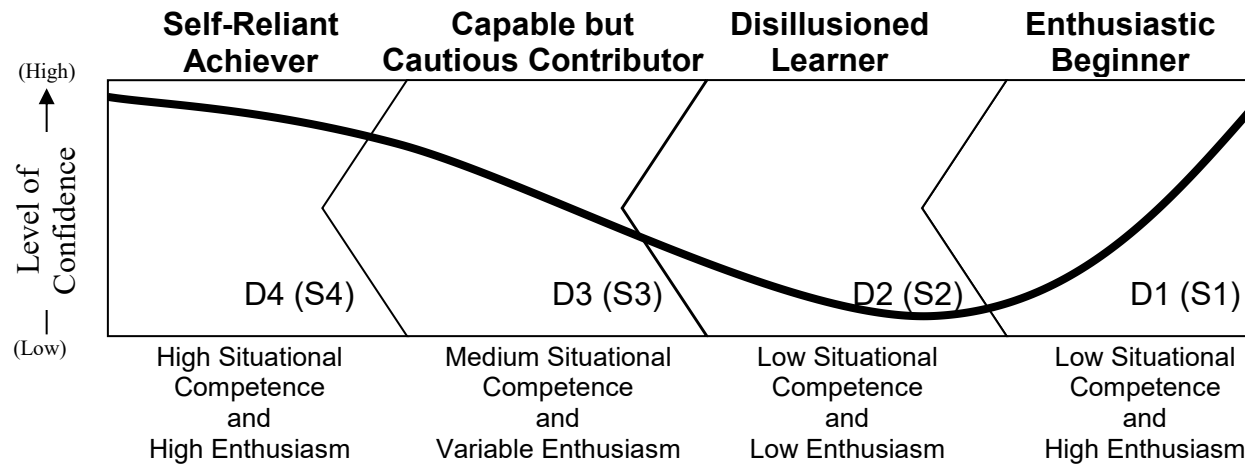
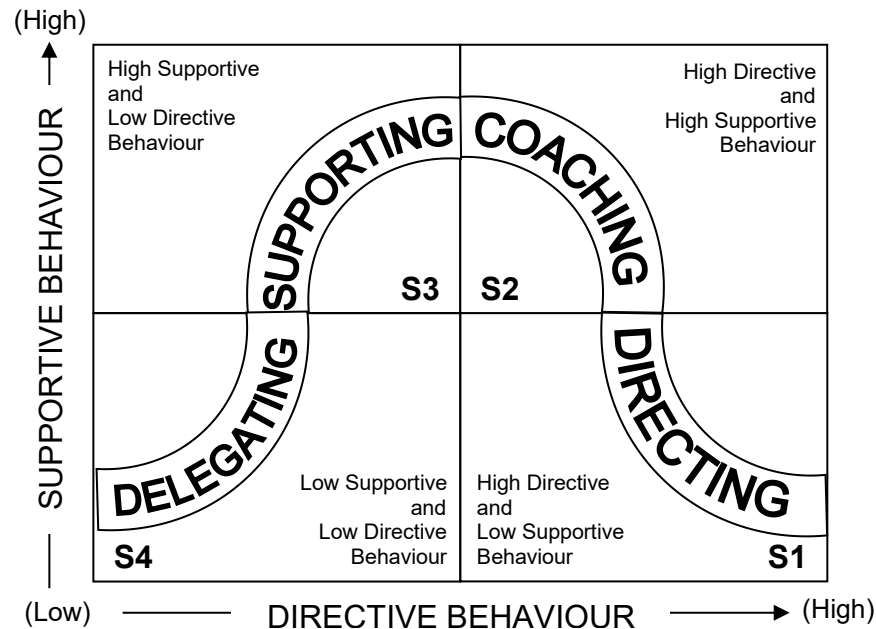


Change how you lead to match the situation



What a person experiences in a new situation

- If the change is not freely chosen a person might not be enthusiastic.
- HR literature indicates that even when a person has filled the same position elsewhere it still takes 12 months to return to 100% effectiveness in the new situation.
- Competence is the ability to apply skills and experience a situation. Due to the many unknowns in a new situation, someone who may have been competent elsewhere can feel or seem 'incompetent' until they have the chance to practice their ability in the new situation.



The type of supervisor relationship needed

- A common experience of the supervisor relationship is the 'Seagull Effect'. The supervisor stays at great heights (S4?) and only zooms in when it's time to ???? on a person (S1?), bypassing supportive behaviours (S2 & S3).
- One study indicates that Australian managers like to be supportive. However, direction might be what the person needs.