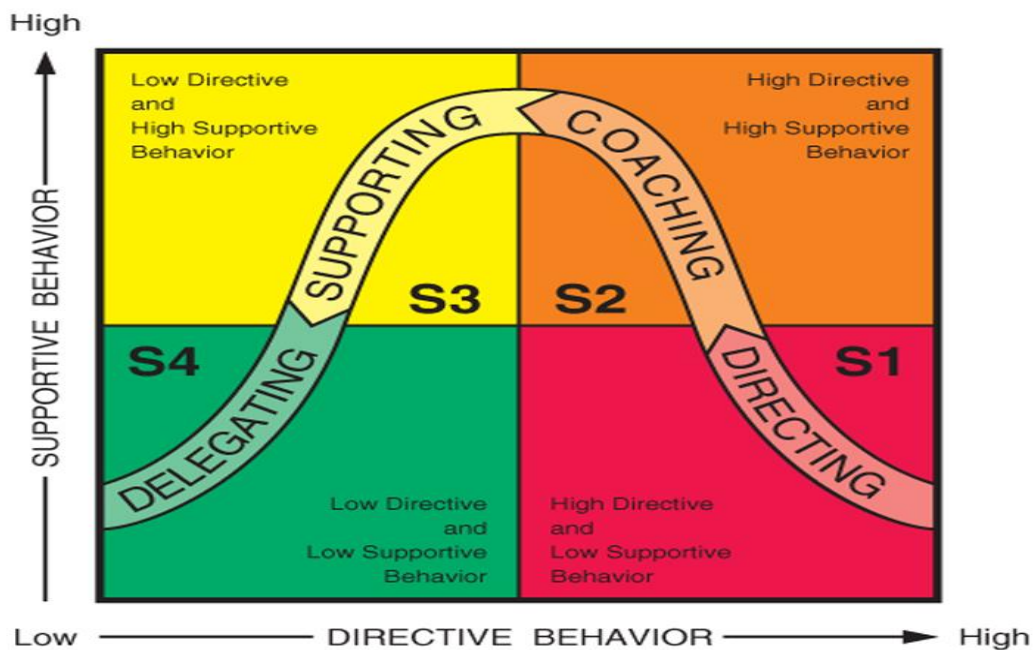


Competence	Commitment	Leadership Style	Description
Low	High	Directing Structure, organise, teach and supervise	<ul style="list-style-type: none"> Be very clear about what you want and the key steps to doing it. Once they understand exactly what needs to be done let them get on with it. Closely monitor task accomplishment.
Low to Some	Low	Coaching Direct and Support	<ul style="list-style-type: none"> Again, be very clear about what you want and the key steps to doing it. Closely monitor task accomplishment but also explain decisions, solicit suggestions and support progress.
Moderate to High	Variable	Supporting Praise, listen and facilitate	<ul style="list-style-type: none"> Give more freedom for them to work out what needs to be done and how to do it. Provide support to help them work through their own challenges and share responsibility for decision-making with them.
High	High	Delegating Turn over responsibility for day-to-day decision making	<ul style="list-style-type: none"> Let them know what you want to achieve and then get out of their way! Provide them with the appropriate resources, remove the roadblocks and allow them the freedom to get the job done.



Leadership in Music Ministry

NPM Winter Meeting Program

Dr. Cynthia (Cindy) Howell, Capella University

January 26, 2019