



The Leading EDGE/ The Teaching EDGE

Day 3







The Leading EDGE

- Effective leaders usually have more than one leadership style,
- A key to good leadership is to match the style of leadership to the people and the stage of the team's development.


**Explain
Demonstrate
Guide
Enable**






Explain, Demonstrate, Guide, or Enable?

**STAGES OF TEAM DEVELOPMENT:
FORMING**




- High enthusiasm and motivation/low skills
- Forming requires *Explaining*



✂ ✂ ✂

Explain, Demonstrate, Guide, or Enable?

STAGES OF TEAM DEVELOPMENT:
STORMING




- Low enthusiasm and /low skills
- Storming requires *Demonstrating*

◆

✂ ✂ ✂

Explain, Demonstrate, Guide, or Enable?

STAGES OF TEAM DEVELOPMENT:
NORMING




- Rising enthusiasm/growing skills
- Norming requires *Guiding*, or coaching

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Explain, Demonstrate, Guide, or Enable?





STAGES OF TEAM DEVELOPMENT:
PERFORMING



- High enthusiasm / high skills
- Performing usually requires *Enabling*

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Stages of Team Development

Forming	Storming	Norming	Performing
			
"Pickup Sticks"	"Coming Around"	"As One"	"At Odds"
M M M M M M M M M Leader	M M M M Leader M M M M	M M M M Leader M M M M	Leader M M M M M M M M
Explain	Demonstrate	Guide	Enable

The Teaching EDGE

- A teams ability to succeed depends on the need for new skills.
- It is the leader's responsibility to provide skill instruction if necessary.
- Leader may serve as instructor or arrange for instruction.

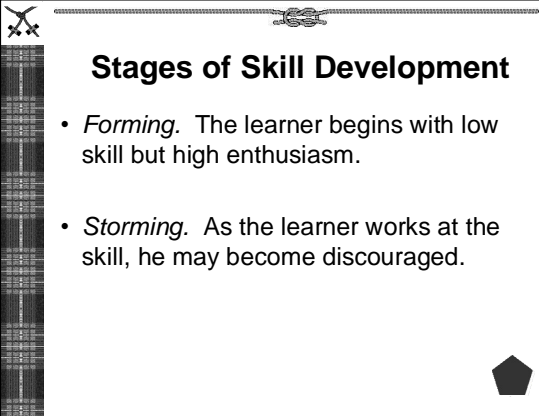
The Teaching EDGE

- Level of style of skill instruction needs to match learner's enthusiasm and skill.
- Use the Teaching EDGE to define style of instruction.
- Edge stands for . . .

Explain
Demonstrate
Guide
Enable

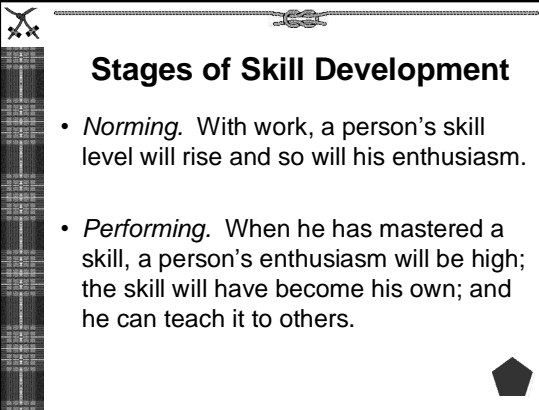
Stages of Skill Development

- *Forming.* The learner begins with low skill but high enthusiasm.
- *Storming.* As the learner works at the skill, he may become discouraged.




Stages of Skill Development

- *Norming.* With work, a person's skill level will rise and so will his enthusiasm.
- *Performing.* When he has mastered a skill, a person's enthusiasm will be high; the skill will have become his own; and he can teach it to others.



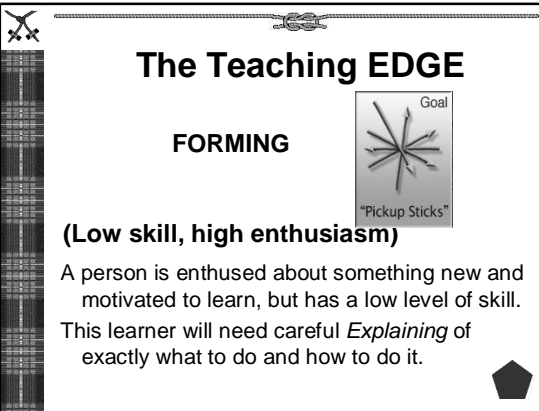
The Teaching EDGE

FORMING



(Low skill, high enthusiasm)


A person is enthused about something new and motivated to learn, but has a low level of skill. This learner will need careful *Explaining* of exactly what to do and how to do it.



The Teaching EDGE

STORMING

(Low skill, low enthusiasm)




A person has been at it long enough to realize that mastering a skill may not be easy. As a result, his enthusiasm and motivation are low. Skills are still low, too.

An instructor must *Demonstrate* the new skill to the learner, clearly showing him what to do and how to do it.

The Teaching EDGE

NORMING

(Increasing skill, growing enthusiasm)



As a learner's level of skill rises, so do motivation and enthusiasm.


An instructor will need to *Guide*:

- Giving freedom to figure out things
- Supporting with encouragement
- Helping to move closer to the goal

The Teaching EDGE


PERFORMING

(High skill, high enthusiasm)




Skills and enthusiasm are high. A learner can act independently and be very productive.


An instructor will need to *Enable* the person – offer freedom to make decisions and to keep moving ahead.



Summary

- A team responds best to leadership tailored to the stage the team is experiencing at the moment.
- The Leading EDGE acronym describes the behavior of a leader as the team moves through the stages of development.





Summary

- A learner responds best to skill instruction tailored to the stage of skill development the individual is experiencing at the moment.
- The Teaching EDGE acronym describes the behavior of a skills instructor as the learner moves through the stages of development.

