The Leading EDGE/ The Teaching EDGE

Day 3

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

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

STAGEs OF TEAM DEVELOPMENT: NORMING

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

STAGEs OF TEAM DEVELOPMENT: PERFORMING

- High enthusiasm / high skills
- Performing usually requires Enabling
The Teaching EDGE

• A team's 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.

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

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.