Leading EDGE • Teaching EDGE

Trainer's EDGE

Explain ■ Demonstrate ■ Guide ■ Enable
• 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.
Stage of Team Development

FORMING

• High Enthusiasm
• High Motivation
• Low Skills

Forming requires EXPLAINING
Stage of Team Development

STORMING

- Low Enthusiasm
- Low Skills

Storming requires DEMONSTRATING
Stage of Team Development

NORMING

• Rising Enthusiasm
• Growing Skills

Norming requires

GUIDING & COACHING
Stage of Team Development

PERFORMING

- High Enthusiasm
- High Skills

Performing usually requires ENABLING
Stage of Team Development

- Forming
  - Pick Up Sticks
- Storming
  - At Odds
- Norming
  - Coming Around
- Performing
  - As One
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