What is advising/supervising?

- Supervising is directing and taking charge, while advising is offering feedback and advice
  - Both go together when leading a group, especially through the challenge of working with peers
- Plays a role in working with others, but is an authoritative figure
- Use the Hershey-Blanchard Situational Leadership Model

So how is advising/supervising done?

- Develop a good rapport with students and create a trusting relationship
- Attend all the meetings and use a variety of techniques to allow student to see all sides of an issue
- Use several leadership styles to engage people and cater to those you are working with
- According to Hersey and Blanchard, there are four main leadership styles:
  - Telling - Leaders tell their people what to do and how to do it.
  - Selling – Leaders provide information and direction, but there’s more communication with the group, as if selling the idea
  - Participating – Leaders work with the team, and share decision-making responsibilities.
  - Delegating – Leaders increase responsibility while monitoring progress

Now how do I be an effective advisor/supervisor?

- Use the styles above to help you lead peers
- Telling and selling are about accomplishing the task and ensuring the task is completed by the group
- Participating and delegating allow group members to have more responsibility
- Assess the maturity of the group in order to decide what technique is best to use

<table>
<thead>
<tr>
<th>Maturity Level</th>
<th>Most Appropriate Leadership Style</th>
</tr>
</thead>
<tbody>
<tr>
<td>M1: Low maturity</td>
<td>S1: Telling/directing</td>
</tr>
<tr>
<td>M2: Medium maturity, limited skills</td>
<td>S2: Selling/coaching</td>
</tr>
<tr>
<td>M3: Medium maturity, higher skills but lacking confidence</td>
<td>S3: Participating/supporting</td>
</tr>
<tr>
<td>M4: High maturity</td>
<td>S4: Delegating</td>
</tr>
</tbody>
</table>

What should I never do when advising/supervising?

- Avoid become such an advocate that your role is lost
- Do not impose or do work that is not in your role
- Do not assume they can handle everything, but allow them freedom
- Avoid practicing the same style of leadership