

LEADER TIPS

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

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

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