

**Team Dynamics and Leadership
Part Three: Situational Leadership
Study Guide**

Note: To be successful you should read and study the reading materials provided in the introduction sections of each week. The reading and PPT materials will be used for examination questions even if we did not cover each idea in class time. However, these are the KEY items to focus on. The exam is a 50-question standardized T/F and M/C exam with no short answer requirement.

PESTLE categories (couple questions here)

The PESTLE categories, also known as PEST or PESTEL, refer to the external factors that can impact an organization's operations and decision-making. These categories include political, economic, social, technological, legal, and environmental factors. In the context of the uploaded material, the discussion revolves around the importance of considering these external forces, such as tax policies, fiscal policies, trade policies, political policies, cultural and social trends, legislation, and environmental factors, in the decision-making process and leadership strategies. The emphasis is on understanding and analyzing these external factors to make informed decisions and adapt leadership styles based on the situational context. Additionally, the material highlights the significance of understanding change leadership theories, such as Rogers' diffusion of innovation, and the different types of motivation, including intrinsic and extrinsic motivation, in driving organizational success.

1. SUI (Diagnose and then determine is key; in your study take a deeper dive here into quadrants and how to address individuals in each category)
2. Path-Goal (Suggests leaders should vary approach based on task at hand and characteristics of follower)
3. Motivation 1.0(survival), 2.0(extrinsic, carrot & stick), 3.0(autonomy, mastery, purpose), 4.0(not in the notes or book) (goal/characterization of each stage)
4. Extrinsic and intrinsic motivation definitions (when does each work best?)
 - a. Carrots and stick, reward, punishment (understand these within the extrinsic concept)
5. Type 1, Type X
6. Needs (What are those basic needs that Ryan and Deci highlight? We have needs for social relatedness)
7. Rogers-Diffusion of Innovation (relative advantage, compatibility, complexity, observability, trialability; Adoption categories)
8. Kotter's work to transform change (not just manage it)
9. Heifetz and Linsky-adaptive leadership

Study Guide Leadership Team Dynamics

**Lawrence Marshall Gillman, Sandy
Widder**



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increasing in popularity The first edition of Trauma Team Dynamics was a revolutionary book in the field of trauma care It was the first text that integrated the complexities of trauma care but illustrated how these could be streamlined and improved through a team based focus and training CRM and team based training has grown substantially in the past six years since this text was conceived and there have been significant developments both in the breadth of the training as well as refinement in the topics covered teaching methods utilized and strategies employed to overcome the multitude of challenges still faced in this area The second edition of this text expands greatly on the initial CRM topics covered in the opening section of the book Hot topics in CRM training including the concepts of followership and conflict resolution and highlights strategies such as mindfulness and others to manage stress and reduce burnout are discussed The text also expands into novel areas of trauma care including less invasive bedside endovascular treatments such as REBOA Resuscitative Endovascular Balloon Occlusion of the Aorta and a more in depth discussion of teleresuscitation and trauma care in austere environments Featuring 28 new chapters the second edition of Trauma Team Dynamics is written by experts in trauma critical care emergency medicine nursing respiratory therapy and pre hospital care and include NASA and United States military affiliated experts It is intended for use as both a day to day clinical resource and a reference text and includes self assessment questions as well as guidance on CRM curriculum design and implementation

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