



Anwendung des Reifegradmodells von Hersey & Blanchard (German Edition)

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Studienarbeit aus dem Jahr 2012 im Fachbereich BWL - Personal und Organisation, Note: 6, Berner Fachhochschule (Wirtschaft), Veranstaltung: CAS Leadership, Sprache: Deutsch, Abstract: Das Reifegradmodell von Hersey & Blanchard ist ein bewährtes Instrument zur Mitarbeiterführung. Anhand des Reifegrads wird dem Mitarbeiter auf nachvollziehbare Weise aufgezeigt, wo er sich in seiner Entwicklung befindet. Der ermittelte Reifegrad hilft der Führungskraft, den Mitarbeiter situativ zu führen, was sehr gut mit dem DISG (Dominant, Initiativ, Stetig, Gewissenhaft) Persönlichkeitsprofil kombiniert werden kann. Das Modell von Hersey & Blanchard dient außerdem dazu, Mitarbeiter zu entwickeln und zu fördern. Diese Arbeit zeigt detailliert auf, wie der Reifegrad ermittelt wird - dazu kann entweder der LEAD (Leader Effectiveness and Adaptability Description)-Fragebogen oder der Reife-Testbogen mit den Dimensionen Aufgabenreife und psychologische Reife verwendet werden.

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