REDDIN'S 3D STYLE MODEL

Management Models

>> INTRODUCTION

Professor Bill Reddin identified four basic management styles: Related, Integrated, Separated, and Dedicated. His model relates the level of managerial effectiveness to the most appropriate use of each of these styles.

Reddin's four basic management styles result from the different levels of concern for the people and the task. From these four basic styles, Reddin added a third dimension as a means of measuring managerial effectiveness. Where the four styles are being used in the most inappropriate way, this is the lowest level of effectiveness and those occupying these squares are labelled as: Missionary, Compromiser, Deserter, and Autocrat. Where the four styles are being used in the most appropriate way, and thus at the highest levels of effectiveness, Reddin labelled the roles as: Developer, Executive, Bureaucrat, and Benevolent Autocrat.

>> HOW CAN THIS HELP ME?

The appropriate use of the four basic management styles is the solution to managerial effectiveness. There is no one right management style, as depending upon the variable, any of the four basic styles can be successful if used appropriately.

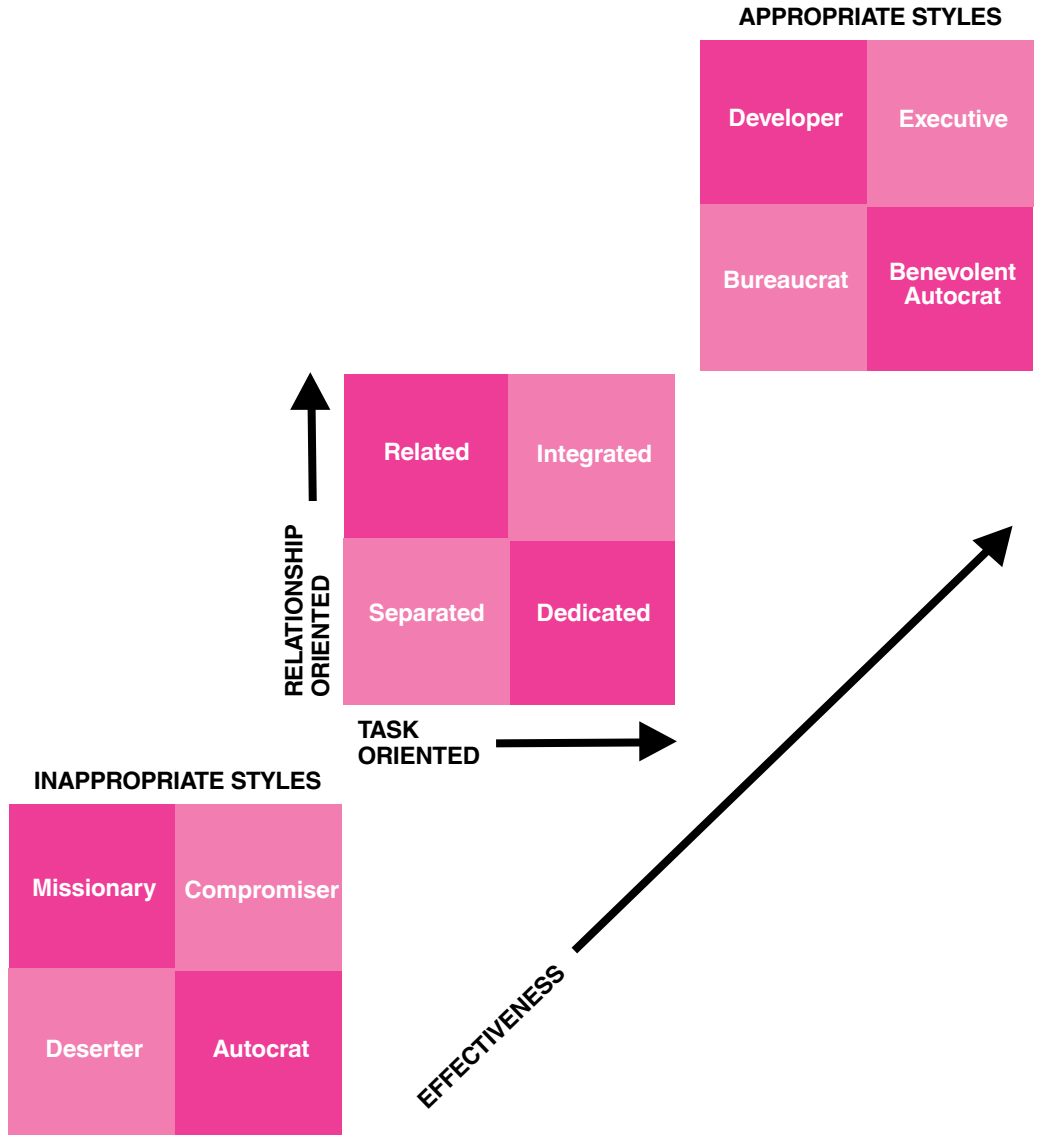
>> ADDITIONAL RESOURCES

How to make your management style more effective, W J Reddin
London: McGraw-Hill, 1987

Understanding management and leadership styles (CMI Management Checklist 256)

Website: www.wjreddin.co.uk

>> THE MODEL



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