



weLEAD Book Review

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The Big 3 Management Styles

Multi-Media Publications, Inc - 2008 (63 pages paperback)

Author Paul B. Thornton

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The Big 3 Management Styles is written by consultant and educator, Paul Thornton. Paul is an excellent teacher and his classic writing style is concise and graphical. This insightful book is no exception. In a complex modern culture that defines up to a dozen different leadership styles, Thornton consolidates them into three basic styles. The foundation of his work was the groundbreaking *Situational Leadership Model* originally developed by Dr. Paul Hersey and Ken Blanchard.

Thornton notes early in the book, "The style or approach managers use to engage each employee is critically important. The best managers use a style that fits both the needs of the employee and the situation. Using the appropriate management style provides employees with what they need to be successful." The purpose of The Big 3 Management Styles is how to effectively apply each of the three management styles depending on the need or function. Secondly it teaches the reader how to transition to a leader. A seasoned leader is able to capably diagnose a situation before deciding the suitable style to use.

The book is comprised of ten short chapters. They discuss the definition of each style, along with how and when they should be used productively. The latter part of the book explains how the three styles can be used with problem solving, rewarding, recognizing, and leading upward to bosses and peers. The final chapter provides a summary. The Big 3 Management Styles is a short read and gets to the point quickly without unnecessary distractions or verbiage. If you want to read a perceptive book that is one of the best primers available on the basics and benefits of *situational leadership*, this book should be in your personal library.

weLEAD Rating – highly recommended

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