



Managerial Grid Model developed by Blake and Mouton

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Concern for People	Concern for Production	Leadership Style
1	1	Impoverished Management
1	9	Country Club Management
5	5	Middle-of-the-Road Management
9	1	Authority-Obedience Management
9	9	Team Management

The Managerial Grid Model is a two-dimensional leadership model that measures a leader's concern for people and concern for production.

The model identifies five different leadership styles:

- **Impoverished Management:** This style is characterized by low concern for both people and production. Leaders who use this style are often seen as apathetic and uninvolved.
- **Country Club Management:** This style is characterized by high concern for people and low concern for production. Leaders who

use this style focus on creating a comfortable and enjoyable work environment, but they may neglect important tasks and deadlines.

- Middle-of-the-Road Management: This style is characterized by moderate concern for both people and production. Leaders who use this style try to balance the needs of their employees with the need to get the job done.
- Authority-Obedience Management: This style is characterized by high concern for production and low concern for people. Leaders who use this style are often seen as authoritarian and demanding.
- Team Management: This style is characterized by high concern for both people and production. Leaders who use this style create a collaborative and supportive work environment, and they empower their employees to make decisions and take ownership of their work.

The Managerial Grid Model is a useful tool for understanding different leadership styles and their impact on employee performance. It can also be used to help leaders identify their own strengths and weaknesses as leaders, and to develop a leadership style that is most effective for their team and their organization.