"What I like about Adair's model is the recognition that the three are interlinked and a good leader must recognise this. A leader must be able to meet the needs of all three, and know when one must take precedent. For example, if there is a tight deadline to get a job completed then the task must come first and the other two must take a back seat. But at other times when there is not the same task pressure then the leader must focus on the team and/or the individual members"