SITUATIONAL LEADERSHIP

Overview
Situational Leadership is a model for developing people. It creates a common language for talking about leadership. The goal of situational leadership is to meet people where they are and to give them the direction and support they need when they need it. Situational Leadership enables leaders to:

- Open up communication – increase the frequency and quality of conversations about performance and development between you and the people you work with
- Help others develop competence and commitment
- Teach others how to provide their own direction and support

Target Audience
Supervisors, Managers, Directors, and Vice Presidents (anyone who provides leadership direction to others)

Learning Objectives
By the end of the workshop, participants will be able to:

- Understand the theory and language of Situation Leadership II
- Use the three skills of a Situational Leader – flexibility, diagnosis, and partnering for performance – to respond more effectively to the needs of the people they manage

Competencies
- Aligning Performance for Success
- Building Trust
- Coaching
- Communication
- Delegating Responsibility

Course Content
- Flexibility: Learners are introduced to the concept of utilizing four leadership styles effectively – Directing, Coaching, Supporting, Delegating. These four styles consist of two basic leader behaviors: Directive and Supportive Behavior.
- Diagnosis: Learners build skill in diagnosing the Competence and Commitment of people to the tasks they are assigned. Participants learn to match their leadership style to the development level of the people they manage.
- Partnering for Performance: Participants learn how to establish goals and objectives with the people they manage. Participants learn how to reach agreement with the people they manage about which leadership style to use and when.
**Who Needs to Take This Course?**

- Are your leaders experiencing tension in their relationships with their direct reports?
- Do your leaders over or under supervise their employees?
- Do your leaders rely on one leadership style regardless of the employee or the task at hand?

**Format / Length of Course**

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<thead>
<tr>
<th>Format</th>
<th>Classroom</th>
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<tbody>
<tr>
<td>Length</td>
<td>8 hours</td>
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**Cost**

$125 per participant for materials