

SITUATIONAL LEADERSHIP®

PROGRAM OVERVIEW

PERSONA



Transformer

COMPETENCY



Cultivating
Growth

SKILL



Developing
Others

This 1-2 day program equips participants with the tools to assess the needs of their teams and adapt their leadership styles accordingly. Grounded in the proven Situational Leadership® Model, this workshop enables leaders to improve communication, drive team performance, and effectively align individual and organizational goals. Participants will gain practical skills to influence behavior, enhance talent development, and foster team collaboration in diverse scenarios.

PROGRAM OBJECTIVE

By the end of this program, participants will:

- Diagnose team members' performance readiness and select appropriate leadership styles to maximize team effectiveness.
- Enhance communication skills to build trust, provide guidance, and inspire action.
- Use the Situational Leadership® framework to drive accountability, talent retention, and team motivation.
- Develop actionable strategies to lead with empathy, respect team diversity, and achieve organizational success.



PROGRAM OUTLINE

MODULE 1:

INTRODUCTION TO SITUATIONAL LEADERSHIP

- Explore the fundamental definition of leadership and its role in achieving organizational success.
- Understand what Situational Leadership is and how it can help in real work environments.

MODULE 2:

WHAT ARE THE STEPS OF SITUATIONAL LEADERSHIP?

- Define and understand the three core steps of Situational Leadership

MODULE 3:

DEFINE THE TASKS

- Understand the anatomy of an individual's work
- Practice identifying tasks



MODULE 4:

ASSESSING CRITERIA FOR PERFORMANCE

- Develop diagnostic skills to evaluate team members' performance readiness by assessing their ability and willingness.
- Learn how to identify the four levels of performance readiness and match them with the appropriate leadership approach.
- Practice using the Performance Readiness Scale to diagnose team dynamics and apply insights to real scenarios.



MODULE 5:

INFLUENCE BEHAVIORS AND LEADERSHIP STYLES

- Understand the four leadership styles in the Situational Leadership® Model and how they align with team readiness levels.
- Learn how to flex between leadership styles to address the specific needs of team members and tasks.
- Explore strategies for improving team engagement, developing talent, and fostering accountability through tailored leadership behaviors.

MODULE 6:

INFLUENCING THE PERFORMANCE OF OTHERS

- Dive into the process of influence and its significance in motivating team members to achieve goals.
- Perform a self-assessment to understand personal leadership tendencies and areas for growth.
- Learn to surface and clearly define real tasks to create alignment and clarity within the team.

Period

**1-2
Days**

Program designed for:

Team Supervisor,
Section Head, Line Manager