SITUATIONAL LEADERSHIP®

Building Leaders

COURSE SUMMARY

It is not enough to describe your leadership style or indicate your intentions. A Situational Leader assesses the performance of others and takes the responsibility for making things happen.

Situational Leadership®: Building Leaders

The Center for Leadership Studies' flagship program *Situational Leadership®: Building Leaders* introduces participants to the Situational Leadership® Model and equips leaders with the necessary tools to skillfully navigate the demands of an increasingly diverse workforce and evolving global marketplace. The program prepares leaders to effectively assess and adapt to situations, opportunities and challenges when leading others and builds the necessary skills for assessing readiness of team members to perform at an optimal level. *Situational Leadership®: Building Leaders* provides an action-oriented leadership framework and performance development process that empowers leaders with strategies to enhance performance and teamwork. A multi-rater assessment of leadership style is included with the program, providing a baseline measurement useful for leadership skill development. The assessment highlights the importance of perception versus intent, as the leader begins to learn the importance of adaptability.

A Foundation of Leadership

Situational Leadership®: Building Leaders is a practice-rich workshop designed with flexibility to meet the needs of the organization and individual learner. Available in two modalities, participants focus on using the Situational Leadership® Model as a foundation of leadership practice. Your leaders will build their skills across four interdependent core leadership competencies: Diagnose, Adapt, Communicate and Advance.

Participants explore and apply the Situational Leadership® principles and skills through case study and real-world situations. The workshop features a self- and multirater assessment of participants' leadership styles, interactive practice, and planning to ensure an immediate and successful transfer of new skills back in the work environment.

Why This Program?

Introduces participants to the Situational Leadership® Model and equips leaders with the necessary tools to skillfully navigate the demands of an increasingly diverse workforce and evolving global marketplace.

EMPOWERING STRATEGIES

Arms leaders with strategies to enhance performance and teamwork.

LEAD SELF AND OTHER ASSESSMENTS

Enables leaders to self-reflect on their current leadership practices when compared to the Situational Leadership® Model.

BUILDS KEY SKILLS

Teaches four interdependent core leadership competencies: Diagnose, Adapt, Communicate, and Advance.

SITUATIONAL AWARENESS

Prepares leaders to effectively assess and adapt to situations, opportunities and challenges of leading others.

FLEXIBLE COURSE OPTIONS

Available as either an in-person or virtual instructor-led course

Situational Leadership®: Building Leaders In-Person Instructor-Led

Through a combination of in-person training, role-playing and skill-building activities, *Situational Leadership®: Building Leaders Instructor-Led* provides ample opportunity to practice applying the core tenets of the Situational Leadership® Model. Participants learn to effectively manage by immediately prioritizing broad actions into specific tasks and utilizing the tools that indicate each individual's ability to perform.

Situational Leadership®
Influence Behaviors
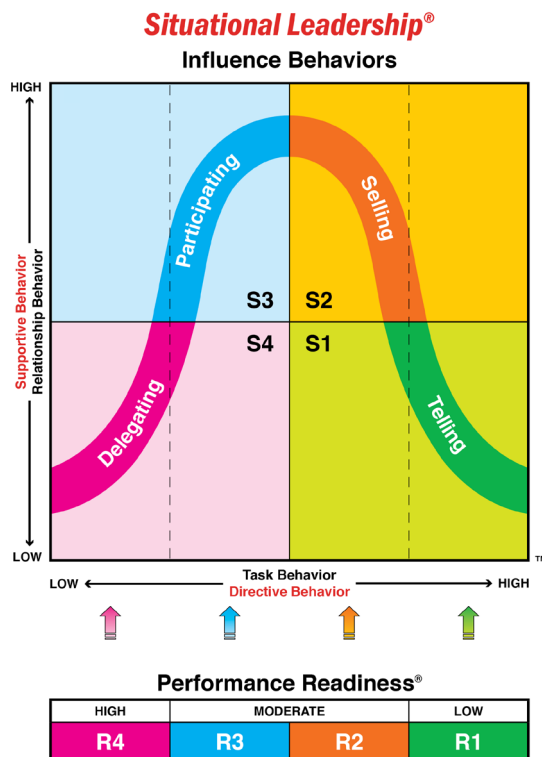
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Learning Objectives

Upon completion of this program, participants should be able to:

- Define leadership

- Apply Situational Leadership® by:

  - Identifying the specific task

  - Accurately assessing an individual's Performance Readiness® to perform a specific task

  - Responding with the right leadership style and behaviors to meet the performance needs of the individual

  - Communicating the leader response more effectively

  - Managing the movement of the individual through various levels of Performance Readiness®

- Identify opportunities to improve through self-assessment and development planning
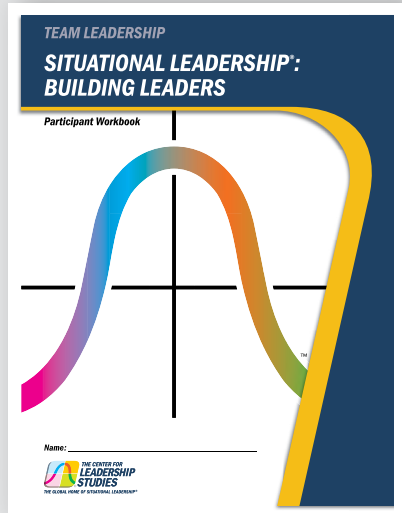
In-Person Participant Materials

1. Participant Workbook

2. Situational Leadership® Model Pocket Card

3. Situational Leadership® Model Handout

4. LEAD Self/Other Assessment*

5. LEAD Summary Profile**

6. Participant Certificate
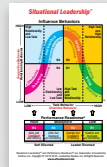
*Available as a paper based or online assessment
**Only available with the online assessment
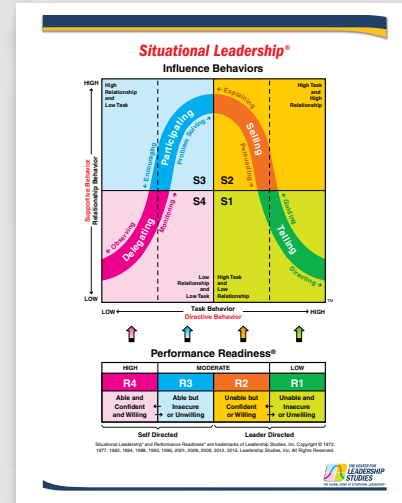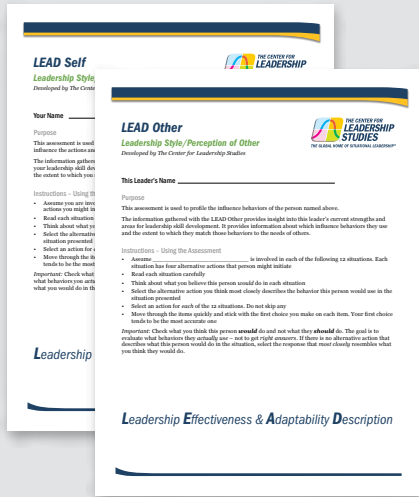
In-Person Participant Materials

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TEAM LEADERSHIP

SITUATIONAL LEADERSHIP®: BUILDING LEADERS

Participant Workbook

Name: _____

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LEAD Self

Leadership Style

Your Name _____

Purpose

LEAD Other

Leadership Style/Perception of Other

Developed by The Center for Leadership Studies

This Leader's Name _____

Purpose

This assessment is used to profile the influence behaviors of the person named above.

The information gathered with LEAD Other provides insight into this leader's current strengths and areas for leadership skill development. It provides information about which influence behaviors they use and the extent to which they match those behaviors to the needs of others.

Instructions – Using the Assessment

Important: Check what you think this person **would** do and not what they **should** do.

Leadership **E**ffectiveness & **A**daptability **D**escription

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Situational Leadership® Online:
LEAD Self Summary Profile

Name: John Doe
Date: 7/19/2019

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Leadership Effectiveness & Adaptability Description

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THE CENTER FOR LEADERSHIP STUDIES

The Center for Leadership Studies recognizes that influencing the behavior of others is not an event, but a process. This certificate signifies that you have a true understanding of Situational Leadership® and value the process in order to better yourself, the individuals and teams that you lead and your organization. In that regard:

has successfully completed the requirements grounded in The Center for Leadership Studies Competency Model as set forth in:

SITUATIONAL LEADERSHIP®: BUILDING LEADERS

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In-Person Workshop Agenda

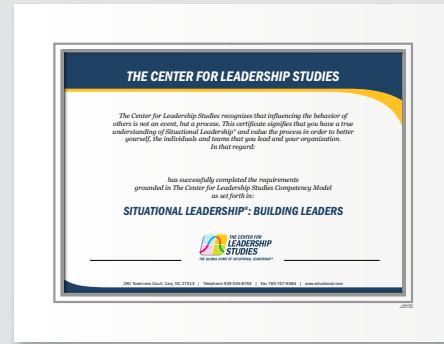|	
20 minutes	**Program Introduction**
30 minutes	**Success and Engagement**
5 minutes	**Definitions of Key Terms**
35 minutes	**Introduction to the Situational Leadership® Model**
35 minutes	**Step 1: Identify the Specific Task**
1 hour, 45 minutes	**Step 2: Assess Current Performance Readiness®**
1 hour, 25 minutes	**Step 3: Match and Communicate Leader Response**
30 minutes	**Reviewing LEAD Results**
25 minutes	**Activity: Match/Mismatch**
1 hour, 10 minutes	**Step 4: Manage the Movement**
15 minutes	**Activity: Reentry and FeedForward**
7 hours, 35 minutes	**Total Program Time**

NOTE: The times indicated above do not account for breaks or lunch.
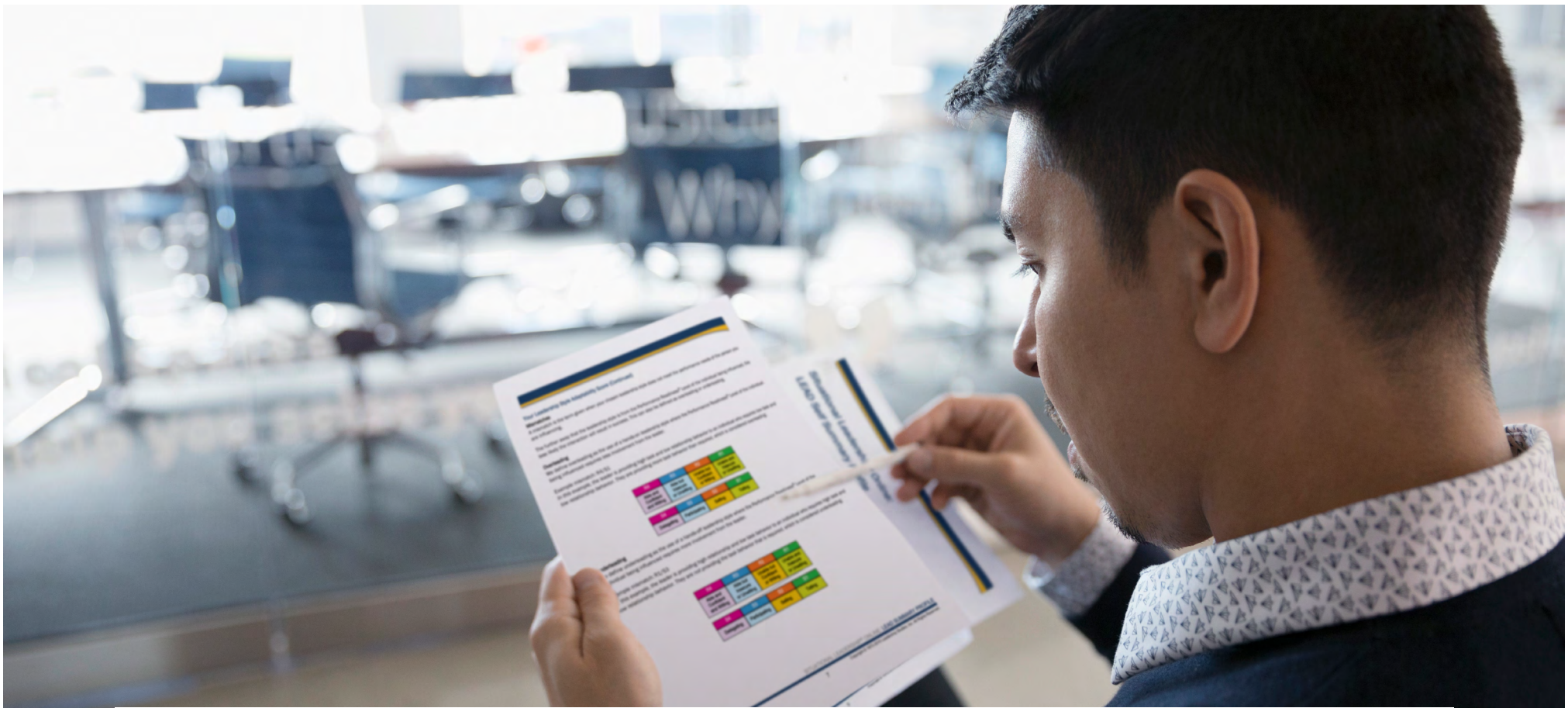
LEAD Self and LEAD Other Assessments

The *Situational Leadership®: Building Leaders* program includes two assessments, LEAD (Leadership Effectiveness and Adaptability Description) Self and LEAD Other, which provide participants with a baseline measurement that can be used for leadership skill development. The LEAD Self is a 12-item assessment that is used to evaluate the leadership behaviors used when leaders are engaged in attempts to influence the actions and attitudes of others. The information gathered with the LEAD Self provides insight into the leadership styles with which participants are currently comfortable and effective utilizing, and their style adaptability, which is the degree to which the leader uses a leadership style that is appropriate for the level of Performance Readiness® described in each situation. The LEAD Other assessment measures how a leader is perceived by others, which may differ from the leaders' intent or self-perception. This assessment provides information about the influence behaviors the leader uses and the extent to which the leader matches those behaviors to the needs of others, whether that be a direct report, peer or even their boss.

Virtual Instructor-Led Workshop Agenda

DAY 1

60 minutes	**Session 1: Leadership Concepts**
60 minutes	**Session 2: Model Overview**
10 minutes	**Case Study Part 1**
60 minutes	**Session 3: Ability and Willingness**

DAY 2

60 minutes	**Session 4: Performance Readiness®**
10 minutes	**Case Study Part 2**
90 minutes	**Session 5: Leadership Styles**
60 minutes	**Session 6: Development and Regression**
10 minutes	**Case Study Part 3**
7 hours	**Total Program Time**

NOTE: The times indicated above do not account for breaks or lunch.

Virtual Participant Materials

Each session comes with participant handouts that can be preloaded into the virtual environment and may be downloaded by the participant and printed to take notes by hand or digitally filled out on their device to be saved or printed later.

1. Participant Handouts
2. Reference Materials
3. LEAD Summary Profile*
4. Three-Part Case Study
5. Participant Certificate

Session 1
Leadership Concepts

Session 2
Model Overview

Session 3
Ability and Willingness

Session 4
Performance Readiness®

Session 5
Leadership Styles

Session 6
Development and Regression

* The LEAD Self/Other Assessment is available online. The paper version is not available with the virtual training.

Virtual Participant Materials

Learner Workshop Events

NOW AVAILABLE!