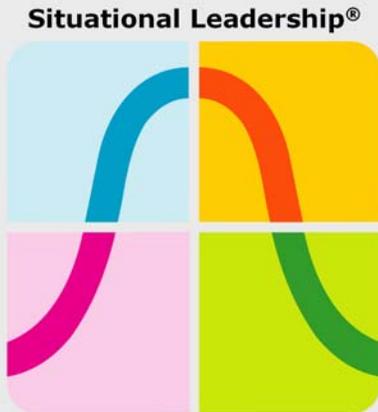


SITUATIONAL LEADERSHIP®

The Influence Curriculum For Leadership Development



One of the most common questions we hear is, *“What makes a good leader?”* While relatively subjective in nature, this question has served as the impetus for many of today’s most successful and prominent leadership development models and concepts. In developing the Situational Leadership® Model, Dr. Paul Hersey used a task-specific lens to examine the core, common and critical competencies best associated with effective leaders.

His findings can best be described by his simplistic definition of leadership, *“Leadership is any attempt to influence.”* Our years of experience have shown us that the best leaders are those that can successfully influence up, down and across the organization, impacting business results by driving behavior change. To that end, we have used the Situational Leadership® Model as the foundation of our Influence Curriculum. The curriculum focuses on developing critical influence competencies, such as trust, believability, credibility and resiliency, and is designed to allow your leaders to answer the following questions:

- How do I build influence potential?
- How do I drive performance and behavior change?
- How do I adapt to become a more effective leader?
- How can I be more aware of myself and others?

Situational Leadership®: Building Leaders

One-Day/Two-Day Course

A FOUNDATION OF LEADERSHIP
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 marketplace. Infinitely adaptable to any circumstance, Situational Leadership® prepares leaders to meet the moment-to-moment challenges pervasive in today’s work environments.

Through a combination of instructor-led training, multimedia, role-playing and skill-building activities, Building Leaders provides ample opportunity to practice applying the core tenets of the model. Participants learn to effectively manage any situation by immediately prioritizing broad actions into specific tasks and utilizing the tools that indicate each individual’s ability to perform.

In addition, the LEAD Self instrument and profile provide participants with insights into their primary leadership behaviors and the range of styles they tend to act upon.

Leveraging Your Power To Influence

One-Day Course

MASTER THE RULES OF ENGAGEMENT
Strong leadership is in high demand at every organizational level and power is the foundation that drives the success of those leaders. Leveraging Your Power To Influence explores the dynamics that exist in the seven distinct, but highly interdependent bases of power. Through this course, participants will learn how to build and leverage their influence potential up, down and across the organization.

Through a series of case studies, assessments, group discussions and skill-building activities, participants at all organizational levels will learn to recognize and enhance their personal and position power, and become more effective leaders as a result.

Leading Teams: A Situational Approach

One-Day Course

MANAGING COLLABORATION
Though teamwork is one of the most common concepts in businesses today, it is often the most elusive. Teams that lack effective leadership often struggle to work cooperatively with each other and adapt to the variety of personalities, interpretations, opinions and varying skills of other team members. Teams that can successfully master true collaboration, however, are the ultimate competitive advantage.

Leading Teams: A Situational Approach leverages understanding of situational approaches to leadership to explore the specific skills that leaders need to transform diverse groups of individuals into cohesive units. Through a variety of case studies video simulations, group discussions and skill-building activities, participants learn to maximize the performance potential of each team member while building trust, boosting creativity and improving communication.



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SITUATIONAL LEADERSHIP®

Leading Change: A Situational Approach One-Day Course

HARNESS THE POWER OF CHANGE
Leading Change, at its core, explores the necessity of effective leadership in the 21st century. Globalization, social media and technology has rapidly transformed the playing field and will continue to shape the business landscape. The workforce is more connected, yet more disconnected than ever before. Now more than ever, a strong foundation of leadership is needed to anticipate the changes on the horizon and successfully drive visions into realities.

Through a combination on instructor-led training, multimedia, role-playing and skill-building activities, Leading Change provides participants with the tools to successfully manage any situation and strategically navigate the dynamics of change. Throughout the course, participants explore methods for assessing readiness levels, building resilience in their teams, avoiding common pitfalls, leveraging key stakeholders and improving organizational communication.

Coaching To Build Capacity One-Day Course

UNLEASHING POTENTIAL
In today's fast-paced global marketplace, managers must not only lead, but actively coach employees. Effective coaching promotes creativity, performance excellence and individual resilience, allowing organizations to excel within an environment of continuous change and gain a competitive edge.

Coaching to Build Capacity is a practice-rich, deep dive into Situational Leadership® that provides managers with the tools to unlock and maximize the capabilities of their teams, building their individual and collective capacity for higher levels of current and future performance.

In addition to multiple opportunities for learners to interpret and discuss complex behaviors via video case study analysis, there is an equal number of application activities dedicated to practicing the application of Situational Leadership® in coaching situations. During these practice sessions, participants receive structured feedback on the tone, articulation of behaviorally specific observations and communication of tangible next steps.

Thinking Strategically One-Day Course

BEYOND THE STATUS QUO

To achieve long-term growth and success in today's competitive landscape, leaders must defy myopic views, and instead, employ innovative strategic thinking to forecast and, subsequently, adapt to the changes ahead.

Thinking Strategically challenges leaders to broaden their perspectives, question conventional wisdom and create a culture of discovery within their organizations. Through case studies, role-playing and skill building activities, participants learn to use the process of strategic thinking to shape a more collaborative atmosphere, approach problems with a creative mindset and look outward to ensure that company objectives align with customer needs – now and in the future.

Convert your opportunities into successful realities with Thinking Strategically.

Managing Conflict Effectively Half-Day Course

CONFLICT CAN BE CONSTRUCTIVE
Conflict is inevitable in the workplace, often conjuring negative images of tense arguments and clenched fists. However, the most efficient businesses are not the ones that are completely devoid of conflict, but those who can constructively manage conflict and frame it as a force for creativity and growth.

Managing Conflict Effectively helps participants foster an understanding of the various sources of interpersonal conflict and develop the necessary skills to transform destructive disagreements into positive encounters that open the lines of communication; spurring high-quality ideas, greater collaboration and strengthened relationships.

In addition, participants develop an awareness of their own behavioral tendencies and preferences toward conflict management by completing and evaluating a validated personal conflict style self-assessment.

Communicating With Impact Half-Day Course

THE LANGUAGE OF LEADERSHIP
Effective communication is the backbone of any successful organization – having the ability to bridge the information gap throughout an organization by utilizing a multi-layered approach built on a foundation of trust and respect. Employees are more engaged and greater productivity is achieved.

Communicating With Impact is a half-day workshop that focuses on the importance of developing and delivering a clear, well-crafted message with a value-driven objective that reflects the perspective and needs of the receiver. Participants explore a methodology for successful verbal communications that includes addressing the physical and behavioral barriers to effective communication, as well as how to encourage engagement by demonstrating effective probing and active listening skills. Additionally, participants will have the opportunity to collaborate with their peers to develop impactful communication strategies they can immediately implement to enhance their communication skills and their ability to influence others.

Situational Leadership®: Taking Charge Half-Day Course

OWNING YOUR PERFORMANCE
Situational Leadership®: Taking Charge is a four-hour workshop designed to help front line employees and individual contributors develop a thorough understanding of the leadership process. When employees can recognize a clear connection between their performance and the success of the organization, they perform to the full extent of their capabilities, as opposed to simply working within the parameters of their job descriptions.

Utilizing the performance language of Situational Leadership®, participants learn to diagnose their own task-specific readiness and effectively communicate their specific performance needs to their supervisors.