



**& LEADERSHIP  
& TEAMWORK**  
HIGH-IMPACT TRAINING



SITUATIONAL LEADERSHIP™

# Building Leaders

COURSE SUMMARY





## 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 four 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.



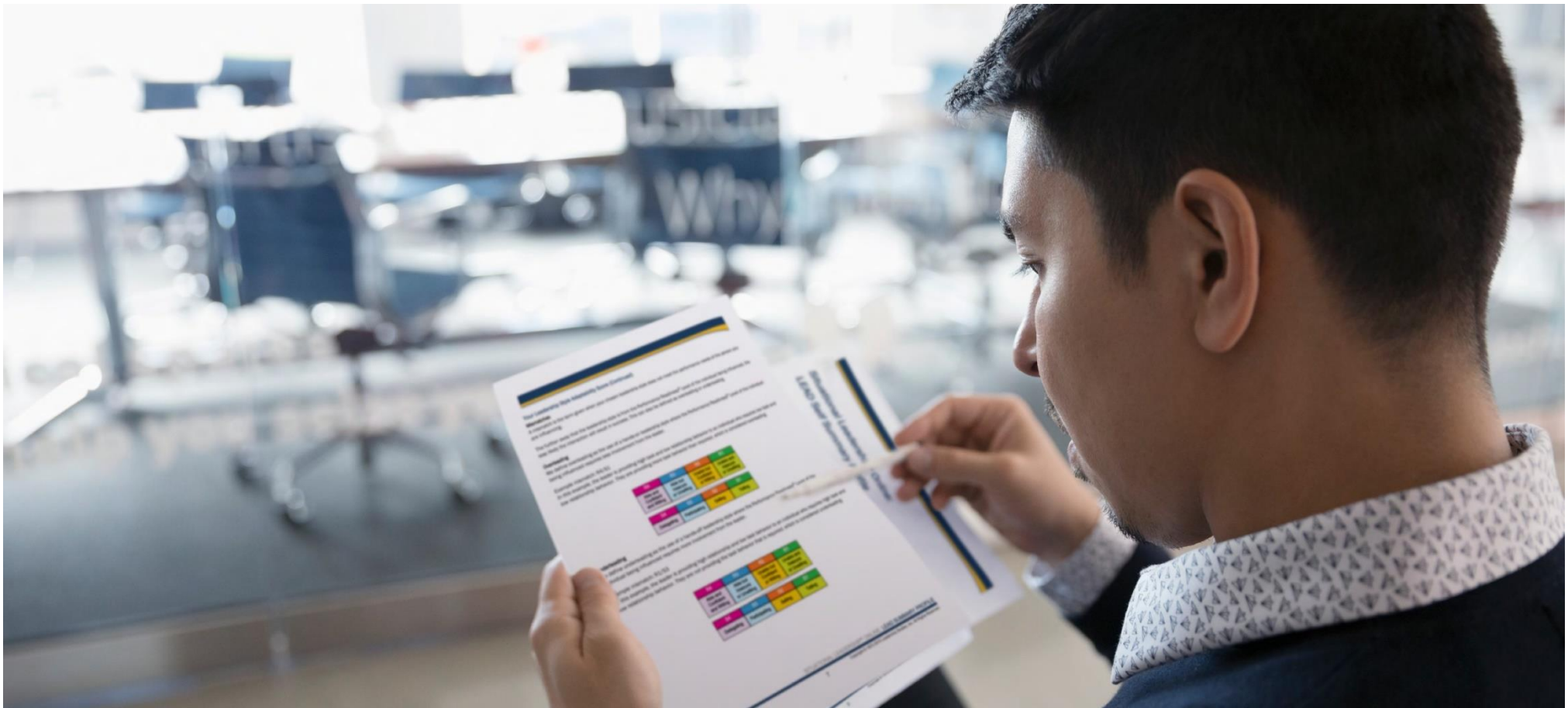
## SITUATIONAL AWARENESS

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, an online e-learning experience or a blended format.



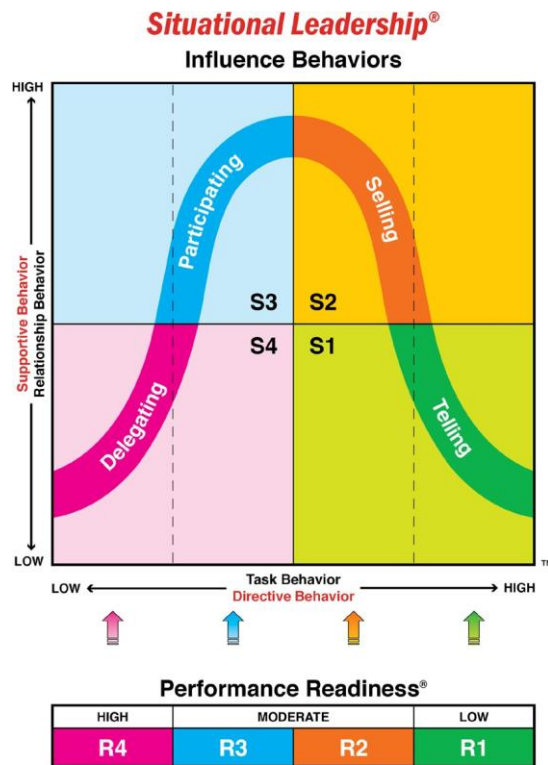
## LEAD Self and LEAD Other Assessment

The *Situational Leadership®: Building Leaders* program includes two assessments, LEAD (Leadership Effectiveness and Adaptability Description) Self and LEAD Other, which provides 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.

# Situational Leadership®: Building Leaders Instructor-Led

Through a combination of in-person/online 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.



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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

## 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

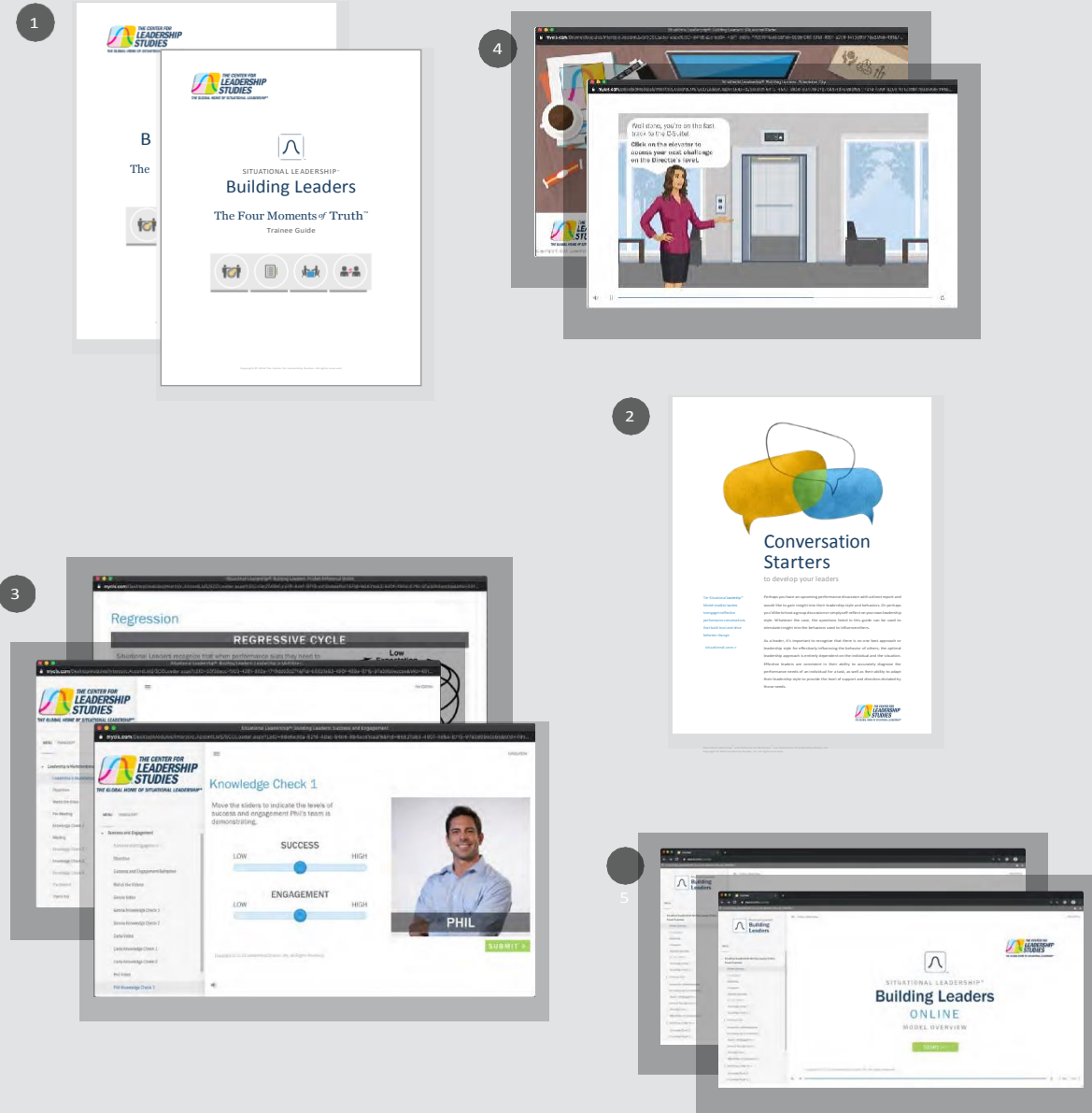
\*\*Only available with the online assessment

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

# Sustainment

*Situational Leadership®: Building Leaders* offers a full sustainment suite to pull-through key learning objectives. We take a deeper dive into key components of the material and allow further practice and pull-through:

1. The Four Moments of Truth™
  - Next-Level Manager Guide
  - Trainee Guide
2. Conversation Starters
  - Discussion Guide
3. Microlearning
  - Pocket Reference Guide
  - Performance Readiness® Assessment Tool
  - Success and Engagement
  - Leadership is Multidirectional
  - Ability Versus Capability
  - Exploring Your LEAD Summary Profile
  - Unlocking the Four Competencies
4. Gamification
  - Situational City
  - Situational Finder
  - The Influence Simulator
  - The Application Challenge
  - The Challenge Game
5. Modules
  - Model Overview
  - Development and Regression



# Training Situational Leadership

Public and In-company Learner Workshop Events

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