



The Core – content overview

1. 360 LEAD Profile

Aligning leader intentions with how others perceive leader behaviour is one of the primary objectives of Situational Leadership®. This simple online assessment provides a clear picture of how others perceive our leadership style. The Result: A clear, behavioural, data-driven impetus for change.

2. Situational Leadership® - The Core

"The Core" is named to represent the centre, a foundation, or nucleus from which leaders can derive proper action. This course provides new managers and supervisors with a complete understanding of Situational Leadership® concepts and use of the model. The course is taught with particular emphasis on hands-on experience at diagnosing situations and practical real-life applications. This program will be in four modules divided between two days.

Overall objectives:

- Understanding leader enthusiasm and its impact on team member enthusiasm and customer enthusiasm
- Learning more about personal style and its impact on team member enthusiasm and customer enthusiasm
- Understanding personal style and its impact on leadership style
- Recognizing and understanding situational and transitional leadership
- Making the link between leader skills and decision making
- Practicing coaching to become a more effective leader
- Improving workforce commitment.
- Increase the leader's and staff's probabilities for success.

Module 1: Influencing the Performance of Others

The course begins by defining what leadership is: "Leadership is an attempt to influence, and effective leadership is adapting your behaviour to the performance needs of the individual or group." The three main components of leadership: diagnosing, adapting and communicating are determined. Being able to identify the task, in each situation, is the first step toward becoming an effective leader.

Module 1 is broken up into two parts:

Module 1, Part 1 Objectives:

- Explore the background of management and Leadership within organizations
- Define management and leadership and discuss the differences between them
- Explain the concept of leadership and its importance to effective performance
- Collect data to determine participant's perception of their leadership style

Module 1, Part 2 Objectives:

- Understand the distinction of job, task and activity
- Getting on the same wavelength

Module 2: Assessing Criteria for Performance

With the task clearly identified, or diagnosed, determining the needs of the individual or group becomes the next step. A person's readiness level is their ability and willingness for the given task. Without knowing this, effectively adapting leadership style becomes impossible.



Module 2 is broken up into two parts:

Module 2, Part 1 Objectives:

- Identify and understand the indicators of ability
- Identify and understand the indicators of willingness
- Establish that Readiness is Dynamic
- Understand the interplay of ability and willingness

Module 2, Part 2 Objectives:

- Determine the indicators of Readiness Levels
- Identify and understand the logic of readiness
- Use readiness as a diagnostic tool

Module 3: Leader Behaviour

This module focuses on two components of leadership style: task and relationship behaviour. Use of the LEAD Self instrument assists participants in understanding their primary leadership style and the range of behaviours they tend to act upon. The Situational Leadership® Model is used to plot out these styles and behaviours in a graphic.

Module 3 is broken up into three parts:

Module 3, Part 1 Objectives:

- Explain the terms “task behaviour” and “relationship behaviour” and describe them by behavioural indicators
- Give examples of high and low task and high and low relationship behaviour
- Classify examples of behaviour as either high/low task or high/low relationship

Module 3, Part 2 Objectives:

- Discuss and work with the Situational Leadership® Model
- Know which leadership styles have the highest probability of success in various situations
- Develop ability to choose leadership styles that match the readiness levels of followers

Module 3, Part 3 Objectives:

- Understand the significance of participant's primary leadership styles
- Determine the supporting style(s) that completes Participant's style profile
- Understand the strengths and areas for development of Participant's style profile
- Identify areas for growth and development

