An Approved Trainer Partner for
THE CENTER FOR LEADERSHIP STUDIES
THE GLOBAL HOME OF SITUATIONAL LEADERSHIP®



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THE

Situational Leadership®

MODEL

A Practical, Repeatable Framework

The Situational Leadership® Model equips leaders with the skills to match their behaviors with the performance needs of the individual or group that they are attempting to influence. Based on two fundamental research questions: "What is the best leadership style?" and "What are the driving forces behind human motivation?" the Situational Leadership® Model focuses on the relationship between leaders and followers and provides a framework to analyze each situation depending on the Performance Readiness® Level that a follower exhibits in performing a specific task. The leader then responds with the necessary amounts of supportive behavior and directive behavior to advance development.

Core Competencies

- ☑ Diagnose an individual's Performance Readiness® to complete a specific task.
- ☑ Adapt leader behavior based on the diagnosis.
- ☑ Communicate an influence approach in a manner that followers can both understand and accept.
- ☑ Advance by managing the movement toward higher performance.

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Create and Sustain a High-Performing Organization.

Situational Leaders objectively assess performance based on the specific task and the performance behaviors of the follower. The Situational Leadership® Model provides leaders with the tools to skillfully navigate the demands of an increasingly diverse workforce and evolving global marketplace.

Situational Leadership® offerings available at every level of the organization

Situational Leadership® courses available in two modalities to meet learner needs

Flagship program, *Situational Leadership®: Building Leaders*, translated in over 25 languages

"The Situational Leadership® Model is the most practical on-the-job tool. The application from the course to the real work environment can begin immediately." **Vidant Health**

"Situational Leadership® is fundamental to how we wanted our managers to behave – how to adapt their leadership style and how to affect others' perception of them as leaders." **LafargeHolcim North America**

"Situational Leadership® gives us a road map for how to behave, provide perspective and approach the new way of thinking." **Hilti Corporation**

Model Benefits

- ☑ Creates a language of performance and change management
- ☑ Utilizes task specificity as a measure of performance versus typecasting employees
- ☑ Accounts for multidirectional influence
- ☑ Accelerates the pace and quality of employee development and productivity
- ☑ Applies an objective leadership framework that removes bias
- ☑ Teaches leaders to accurately interpret and effectively respond to their environment

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