



Develop competence. Gain commitment. Retain Talent.

Situational Leadership

Leaders who use a situational leadership style raise morale, make others feel valued and increase retention.

Research shows that employees need different levels of direction and support depending on their level of competence and commitment. Many managers have only one leadership style that they apply to everyone, in every situation. Situational leaders give their people exactly what they need, when they need it. They offer guidance, caring, and autonomy, and provide just the right amount of direction and support to help their team members succeed.

The 2-day Situational Leadership program provides training in an easy-to-understand, practical framework that helps managers diagnose the needs of their people and then provide the appropriate leadership style to meet those needs. Managers learn the four stages of development, from enthusiastic beginner (D1) to self-reliant achiever (D4), and how to apply the appropriate directive and supportive behaviors, from directing (S1) to delegating (S4), to match the development needs of their people.

Through this program, participants will:

- Become a flexible leader who is highly skilled at goal setting, coaching, evaluation, active listening, feedback, and proactive problem solving
- Increase the quality of conversations you have with the people you lead (and influence)
- Help others develop their self-reliance
- Learn how to reach agreements with others about how much direction and support they need to reach their goals
- Increase individual accountability by linking goals and planned intentions to an action plan
- Learn a new language of leadership for maximum productivity and morale

To learn more, visit or call:

davenport.edu/ipex/leadership | (616) 233-2589

Topics

Best and Worst Leaders
Goal Setting, Diagnosing, and Matching
Aligning Expectations
Your Development Level Story
Understanding the Four Quadrants
Oversupervision and Undersupervision
Match / Mismatch
Practicing Different Leadership Styles
Tools for Mastering Situational Leadership

Materials

The course includes a workbook and access to an online Leadership Assessment through Blanchard Exchange.

1. Launch: Receive a portfolio of assignments to explain the concepts and engage learners in the content of situational leadership
2. Learn: Participate in activities that will teach leaders the skills and language they need to become a situational leader
3. Practice: Participate in activities that will develop new skills through robust, real-life practice
4. Master: Participants will assimilate strategies to deepen and extend the learning so that it becomes second nature

Why Situational Leadership?

- Accelerate development. With the appropriate direction and support, people progress more quickly, accelerating their growth so they can deliver greater value to the company.
- Leaders who match their style to the needs of their people raise morale, make others feel valued, and ultimately increase commitment, engagement, and retention.
- Applying situational leadership theory creates proactive problem solvers. When employees feel that their managers have their best interests at heart, they perform better, are more creative, and seek optimal solutions to problems.

Who should attend?

- Individuals in leadership roles who want to increase their effectiveness
- Mid-level or new managers or supervisors
- Executives and senior-level managers

Cost

\$895