

Strategic Situational Leadership™

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(SSLi) is a hands-on, results oriented workshop designed to allow you to analyze the needs of the situation you are dealing with and adopt the most appropriate leadership style.

This approach is simple to understand, easy to implement and works in most environments for most people.

Strategic Situational Leadership is a process designed not only for people in formal leadership and management positions, but also for people in informal influence roles.

The requirement to lead, manage, and influence a diverse collection of individual performers is becoming more and more a core part of most people's job description.

The purpose of the workshop is to Improve leadership ability across the whole organization through constant reinforcement of a systematic management system that is both fundamental and intuitive; a new, down-in-the-trenches prescription for leadership.

WHO WILL BENEFIT?

Strategic Situational Leadership (SSLi) is a time-tested process for developing conscious competence about leadership and influencing strategies.

Any member of your team, in either formal or informal leadership roles, will find value in this learning experience.

- Directors, Managers and Supervisors
- Team Leaders
- Those in peer coaching and/or influence roles

Program Modules

INTRODUCTION TO STRATEGIC SITUATIONAL LEADERSHIP

- Participants are introduced to the Task and Relationship Variables, and begin their understanding of the issues of Capability and Motivation.

CREATING THE CLIMATE FOR HIGH PERFORMANCE

- An assessment of the current climate in the group is conducted, and the climate factors that lead to High Performance are introduced.

UNDERSTANDING YOUR OWN LEADERSHIP STYLE

- Here, participants review their own detailed Leadership Style Inventory, and are introduced to the 4 Leadership Strategies.

THE INSTRUCT STRATEGY

- Participants learn how to best implement the Instruct strategy, where capability is low, but motivation is high, and learn specific tactics for communication assignments and delivering feedback.

THE COACH STRATEGY

- Participants learn how to best implement the Coach strategy, where both capability and motivation is low, and learn specific tactics for asking for input and providing feedback.

THE RELATE STRATEGY

- Participants learn how to best implement the Relate strategy, where capability is high, but motivation is low, and learn specific tactics for reacting to and building on ideas, and for constructive disagreement.

THE DELEGATE STRATEGY

- Participants learn how to best implement the Delegate strategy, where both capability and motivation is low, and learn specific tactics for explaining outcomes and objectives, and creating free space.

PERSONAL ACTION PLANNING

- In this final module, participants focus on assessing the capabilities and motivation of each of the individuals they lead, and develop personal action plans for each.

"The successful leader is one who is able to behave appropriately. ... If direction is in order ... able to direct; if considerable participative freedom is called for ... able to provide such freedom."

OUTCOMES

Upon completion of Strategic Situational Leadership, participants will:

Learn the four leadership styles based on situational needs.

Understand how and when to use directive and supportive management techniques.

Analyze business situations and determine the appropriate leadership style.

Develop a situation-specific method of getting people to take action.

Determine your communication style and adopt behaviors to develop rapport with others.

Give constructive feedback in a manner that minimizes defensiveness.

Discover how to get performance from those who are highly skilled but unmotivated.

Earn respect in your interactions by practicing assertive behaviors.

Focus your efforts toward personal and team excellence.

Develop a personal Action Plan to extend the learning experience.

OVERVIEW

Today's paradigm requires leadership that is flexible and adaptable, while maintaining a clear vision of the goals and the actions necessary to achieve them.

This is the strategic situational leadership approach; a consistent approach governed by a thorough understanding of a few key constants in the collaboration with others.

Strategic Situational Leadership (SSLi) is designed to help people learn how to consciously and strategically adapt their leadership behavior according to the capabilities and motivations of those they are trying to develop and lead.

PROGRAM OVERVIEW

Strategic Situational Leadership (SSLi) introduces leader and managers to influencing strategies based, not on their own default preferences and styles, but on a considered assessment of the motivation and capability levels of the people they are trying to lead and manage.

This is a modularized one or two-day workshop that can be configured to work within your organization's needs.

Participants leave the session with the tools and skills needed to design the most effective influencing strategies to achieve desired outcomes – with each member of their diverse team.

The workshop teaches people in a influence role role, whether formally or informally, to effectively diagnose and manage performance, abilities, and motivations of others.

PARTICIPANT MATERIALS

Participant guide, job aid, and the pre-session, on-line Strategic Situational Leadership Style Inventory.



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