

BUILDING SITUATIONAL LEADERS

In today's connected & matrixed work environment, **anyone can be a leader.**

“Leadership is any attempt to influence.”

Dr. Paul Hersey

Your organization should ensure **everyone**, no matter their role, **completes leadership development training!**

Because

When effective leadership development programs are in place

Leaders are **better prepared** to influence the behavior of followers

68% of organizations effective at leadership development include influence training

Followers are **more receptive** to those influence attempts

Very effective programs result in more than 50% of individuals being extremely likely to change behavior

But what kind of leadership is best?

“Situational Leadership® is good for leaders at all levels.”

Dr. Marshall Goldsmith

Situational Leadership® gives leaders the tools to



Diagnose
Performance Situations



Adapt Their
Leadership Style



Meet the Needs of the
Individual or Group

Dr. Paul Hersey, creator of Situational Leadership®, described the model as **“organized common sense”** that serves as a framework to analyze each situation based on:



The **amount of directive** behavior a leader provides

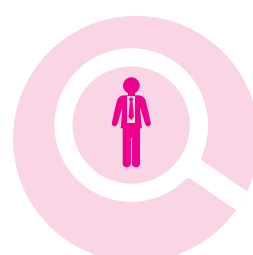


The **amount of supportive** behavior a leader provides



The **Performance Readiness®** Level that followers exhibit for a specific task

Successful Situational Leaders **deliver targeted outcomes** & **sustain high levels of performance**, improving the engagement of the team by demonstrating these competencies:



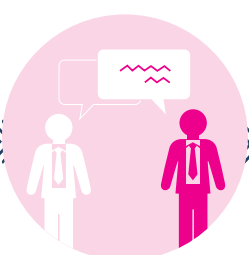
Diagnose

Understand the task in need of influence



Adapt

Adjust behavior in response to situation



Communicate

Interact in a manner that others understand & accept



Advance

Manage the movement toward higher performance

These competencies enable leaders to build **trust, respect** & **credibility!**



The level of trust we have in our leaders, co-workers & partners determines our confidence in their ability to deliver results



Distrust, on the other hand, can breed disengagement, lack of loyalty, diminished returns on investment, & reduced productivity

Leadership development programs, like Situational Leadership®, should be delivered across all levels of your organization!

The Top 4 functional areas to include leadership development are:



Human resources



Marketing



Customer service



Sales

The Top 4 leadership topics to include are:



Leadership fundamentals



Interpersonal dynamics



Team management



Coaching/mentoring

Building **Situational Leaders** at every level prepares your team to



Navigate the demand of a diverse workplace & evolving global market



Ensure employees are receptive to direction & deliver desired outcomes



Increase employee commitment to their job & the organization



Enable employees to drive behavior change & seize every business opportunity

Engage our team to learn how we can assist you in BUILDING SITUATIONAL LEADERS.