

## Situational Leadership



**Learn to let go and empower others to deliver by developing a flexible style of management.**

### Who is it for?

This short programme is for managers and team leaders who are looking to develop their leadership skills to excel in their current roles and progress towards a higher level of management. Equally useful for more experienced managers who would like to refresh or pick up new techniques for effectively managing individuals and/or teams.

### Overview

Leaders today have to learn to cope with exponential change themselves and help others through coaching, facilitating and empowerment. The aim of this workshop is to explore leadership styles and consider the skills required to harness employee potential, examine team roles and provide a range of tools and strategies to improve team performance

### Workshop Objectives

- Identify and reflect upon the skills and attitudes required to lead others.
- Practice the four management styles associated with the Situational Leadership Model.
- Implement a 4 phase performance management process.
- Communicating with clarity by reducing misunderstandings.
- Encourage improvements in both individual and team performance through effective coaching techniques.
- Hold people accountable and empower individuals to be more proactive.

### Programme Structure

This short programme is delivered through 3 full-day workshops, individual action plans back in the workplace and one-to-one coaching.

## Programme Content

### Workshop 1 - Communicating with clarity - the directing styles

This workshop is designed to enable delegates to assess their approaches to people and team management and to develop performance through effective communication and implementing performance management strategies.

The key objectives for the workshop are:

- Reflect upon the skills and behaviours associated with the 'Directing' style of Situational Leadership.
- Practice effective communication skills using the Transmitter/Receiver roles.
- Create a personal Performance Management Plan.

### Workshop 2 - Coaching for performance - the supporting styles

Workshop 2 examines one of the keys to effective leadership, achieving success with and through others. To achieve this we must gain a balance between coaching and managing performance. Coaching is the process of helping individuals maximise their potential to the benefit of themselves, the team and the organisation.

The key objectives for the workshop are:

- Reflect upon the skills and behaviours associated with the 'Supporting' style of Situational Leadership.
- Apply a five step delegation technique to gain willing co-operation.
- Practice basic coaching skills to enhance the performance of team members and colleagues.

### Workshop 3 - Holding people accountable to deliver results

Empowering others to perform is the final element to becoming a Situational Leader. The aim of this workshop is to develop our self awareness, communication and interpersonal skills in managing challenging people and to provide a range of tools and strategies to create 'win-win' outcomes. The key objectives for the workshop are:

- Recognise personal style in dealing with conflict and/or confrontation.
- Apply a correction action technique to hold people accountable.
- Reflect upon the skills and behaviours associated with empowering others.

### Open Programme dates

The programme is delivered through 3 full day workshops commencing 9.00 and concluding no later than 16.30.

**Open programme dates to be advised.**

### Investment

Total investment for this two day workshop is £570 per person. Alternatively, this workshop can be delivered internally to your organisation for a total investment of £4990. Based on a group size of ten persons, this reflects an investment of £499 per person. This cost includes all relevant materials but excludes any costs associated with the venue.

### Ilm Accreditation (optional)

For an additional investment of £59.00 per person, and on successful completion of this workshop and associated action plan, the Institute of Leadership and Management (ilm) will acknowledge the participant through the Development Award and twelve months ilm membership which includes access to online support materials, study guides and career development support.

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