



Situational leadership is a systematic approach that recognizes the importance of tailoring leadership styles to the unique needs and readiness levels of employees. By understanding and applying this theory, leaders can effectively guide their teams, promote growth, and achieve organizational goals. Organizations that effectively implement situational leadership will experience improved employee engagement, employee development, greater productivity, reduction in micromanagement, easier identification of high potentials and better alignment between leader and employee needs.

To effectively use the Situational Leadership model, leaders must

- 1) **Demonstrate self-awareness** with their own personality tendencies, how they are viewed by others and their impact. There are six leadership dimensions that must be understood as part of a leader's reputation. These are measured through a leadership insights assessment and include the degree to which a leader is oriented to and have unconscious biases in six dimensions:
  - **Results:** self-confidence, competitiveness, desire to succeed and compete.
  - **People:** perceptive, tact, social sensitivity, desire to help others.
  - **Process:** conscientious, conforming, dependable, desire to minimize mistakes or errors.
  - **Thought:** creative, quick on feet, imaginative, desire to express themselves.
  - **Social:** enjoy socially interacting with others, desire for frequent social contact.
  - **Data:** self-disciplined and conscientious about goals, desire to know the mechanics.
- 2) **Understand success metrics** for the position (experience, knowledge/skills, competency and personal attributes). Ensure that the job description accurately matches how the direct report will be led, managed, and measured.
- 3) **Utilize core leadership competencies.** Regardless of the stage of employee maturity, leaders must possess core leadership competencies so they can easily adjust their approach (direct, coach, support, delegate) to each employee and the specific situations they encounter, tasks to be completed, interpersonal relationships to be developed, etc.

## Course Objectives:

- Understand the importance of strategic self-awareness
- Understand your Leader Focus Report
- Identify leadership strengths and potential gaps
- Gain and understanding of situational leadership
- Apply situational leadership tools with your direct reports
- Delegate with purpose
- Identify development areas that will enhance your leadership capabilities and leadership effectiveness

Situational Leadership is a half-day program that is tailored to organizational and group needs.

Contact [training@TheTalentAuthority.com](mailto:training@TheTalentAuthority.com) to learn more or call us at 833-People1 ext 700.