



SITUATIONAL LEADERSHIP

"There is nothing more unequal than the equal treatment of unequals." — Ken Blanchard

Impactful leadership is not one-size-fits-all. People differ in their experience, confidence and ability to handle different tasks. Situational Leadership helps leaders adjust their approach depending on what is happening and what the individual needs at the time. This course explores how leaders can recognise when someone needs more guidance and when it is better to step back. Participants will consider how their leadership style can change as a person becomes more capable or confident. The course also looks at the risks of micromanaging people or providing too little support when someone is still developing. Through practical activities and workplace examples, participants discover how to make better leadership choices to suit the context. Leadership is nimble and don't make the mistake of trying to lead everyone in the same manner. That's folly leadership.

Key Course Content:

- Understand the principles of Situational Leadership
- Recognise that different people and tasks require different approaches
- Assess capability and commitment
- Identify when more direction or support is required
- Apply directing, coaching, supporting and delegating approaches
- Adjust leadership style as people develop
- Avoid over-managing and under-managing
- Set clear expectations and clarify responsibilities
- Adapt communication to the individual and situation
- Build confidence without removing accountability
- Use questions and coaching effectively
- Delegate according to capability and readiness
- Respond when performance or motivation changes
- Practise applying Situational Leadership to real workplace situations



Target Audience:

The course can be tailored for the specific cohort.



Duration:

This course is available as a 1-day course or a truncated ½ -day course.



Delivery:

This course can be delivered both in-person or virtually. For virtual delivery, we can use our virtual platforms or your organisation's.



Group Size:

We recommend a group size of 6-12 people.

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