



“Situational Leadership® is the mostly widely used leadership training model in the world and has stood the test of 40 years of application.”

## Leadership Component 2: Influence

### A Series of Three Situational Leadership® Workshops

Situational Leadership® is a proprietary system for leadership development created by Dr. Paul Hersey and administered by the Center for Leadership Studies. Situational Leadership® is the mostly widely used leadership training model in the world and has stood the test of 40 years of application. Steve Dudley and our coaches are certified independent trainers in Situational Leadership®.

Situational Leadership is a behavior-based training model. It focuses primarily on the thought processes and behaviors required for effective leadership. The system begins by training managers on the most basic elements of leadership which are referred as “The Core.” At Steve Dudley Associates we use The Core skills and behaviors to help managers provide the leadership necessary to improve performance. As managers develop a conscious competence with the basic concepts, skills, and behaviors of Situational Leadership®, we advance their training to performance development, using the “Leadership As Catalyst” training model. Ultimately we train managers to increase their ability to influence others using the “Influence” training model.

The Center for Leadership Studies has developed an extensive system of leadership development and a wide array of applications using Situational Leadership®. Their programs are accessed through a system of certification and licensure. For small companies Steve Dudley Associates can provide single-use licensure and training through its licensing agreement with the Center. We assist larger companies in obtaining their own licenses and certifications. Steve Dudley Associates can provide facilitation and training on any of the Center’s training models for small or large companies. We invite you to explore the programs offered by the Center for Leadership Studies by clicking on the following link [www.situational.com](http://www.situational.com) or contacting us directly for more information.

### Situational Leadership® Workshop #1 - The Core

#### Overview

Managers are trained to identify and adapt their leadership style to the performance needs of their employees. They are trained to assess the skills and motivation of their employees for performing their jobs and producing the expected results. Using assessments, managers are

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trained to adapt their leadership style to have the most positive influence on performance in any given situation. Through simulated case studies, demonstration, and role playing, managers are given the opportunity to experience assessing performance readiness and applying different leadership styles. Through testing and follower feedback, managers become aware of their unconscious, preferred leadership styles. They identify when their default leadership style helps performance and when it impedes performance. Armed with new skills and understanding about leadership styles and effectiveness, managers are well equipped to provide the most effective leadership style in any performance situation.

### Workshop Objectives

1. Managers appreciate the need to adjust their leadership style to meet the performance needs of their followers.
2. Managers understand how to assess the ability and willingness of an employee to carry out any aspect of the job and produce the expected results in any given situation.
3. Managers understand how to identify the leadership style that will have the greatest positive effect on performance in any situation and they are ready to begin practicing Situational Leadership® immediately upon returning to their jobs.

### Take-Home Value for Managers and Their Company

1. Performance improves.
2. Employees experience receiving helpful, effective leadership from their managers.

### Time Frame

2 days

### Post-Workshop Coaching

Steve Dudley Associates is committed to the successful application of our workshop materials. We offer one-on-one coaching as a value-added option for each of our workshops. Please click on the “Coaching” tab to see a description of our workshop follow-up coaching program.

Workshop: *Situational Leadership #1 -The Core*

Recommended coaching sessions: 4

Suggested areas of coaching support:

- Understanding one’s leadership style and how to identify when this style promotes performance and when it hinders performance.
- Building the skill and habit of assessing performance readiness (ability and willingness) in any situation.
- Building the skill and habit of accurately adjusting leadership style to provide the style that will have the greatest positive influence on performance in any situation.

### Group Facilitation

Contact us for customized group facilitation regarding this workshop.

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### Situational Leadership® Workshop #2 - Leader as Catalyst

#### Overview

Managers learn to apply the Situational Leadership® tools to performance development and to launch employees on a self-directed path of continuous performance improvement. Managers learn to coach rather than direct employees on this path. Managers learn the motivational power of self-directed performance success in sustaining continuous performance improvement. Using Situational Leadership® tools managers learn how to address performance regression in ways that have the greatest potential for a positive turnaround.

#### Workshop Objectives

1. Managers understand how to develop and execute a plan for job-specific performance development using Situational Leadership®.
2. Managers understand how and when they can begin to be less directive and more supportive in helping employees sustain self-directed continuous performance improvement.
3. Managers learn how to use Situational Leadership® tools to effectively address performance regression.

#### Take-Home Value for Managers and Their Company

1. Performance improves through continuous performance development.
2. Managers have an effective tool for transferring the responsibility for continuous performance improvement to employees.
3. Employees are highly motivated to continue their performance improvement.
4. Managers are effective performance coaches, supporting continuous performance improvement and addressing performance regression.
5. Retention of employees is enhanced.

#### Time Frame

1 day

#### Post Workshop Coaching

Steve Dudley Associates is committed to the successful application of our workshop materials. We offer one-on-one coaching as a value-added option for each of our workshops. Please click on the “Coaching” tab to see a description of our workshop follow-up coaching program.

Workshop: *Situational Leadership #2 - Leader as Catalyst*

Recommended coaching sessions: 4

Suggested areas of coaching support:

1. Applying the situational skills to performance development and performance regression.
2. Building a culture of self-directed continuous performance improvement.

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### **Group Facilitation**

Contact us for customized group facilitation regarding this workshop.

## Situational Leadership® Workshop #3 - Influence

### **Overview**

At the heart of leadership is the ability to influence others. Leaders must be able to create a willingness to follow in those they hope to lead. Influence ability is a key competence in managerial effectiveness. In Influence managers become aware of the necessity to create influence potential before they attempt to influence others. They will learn how to develop the competencies and attributes they will need to influence others and they will also learn how to establish influence potential with others. Managers will learn how to link influence potential with Situational Leadership® tools to effectively influence others in any situation and use influence to drive organizational performance.

### **Workshop Objectives**

1. Managers understand the basis for establishing influence potential.
2. Managers understand how to use influence potential to effectively influence others.
3. Managers understand how to use influence to drive organizational, team, and individual performance improvement.

### **Take Home Value for Managers and Their Company**

1. Managers increase their leadership effectiveness by improving their ability to influence others.

### **Time Frame**

1 day

### **Post-Workshop Coaching**

Steve Dudley Associates is committed to the successful application of our workshop materials. We offer one-on-one coaching as a value-added option for each of our workshops. Please click on the “Coaching” tab to see a description of our workshop follow-up coaching program.

Workshop: *Situational Leadership #3: Influence*

Recommended coaching sessions: 2

Suggested areas of coaching support:

1. Learning how to develop the competencies and attributes necessary for influence.
2. Learning how to establish influence potential.

### **Group Facilitation**

Contact us for customized group facilitation regarding this workshop.