

Situational Leadership® Program

Program Description:

Situational Leadership™ is a workshop designed to give the participants the tools to instantly become a more effective leader and manager. No matter what your natural tendencies are in this area, they are not good enough. Being an effective manager and leader is not only about learning how to leverage those natural tendencies, but learning when you need to take on those roles you are less comfortable with. Simply put, it is about learning how to match your response as a leader to your followers' readiness regarding a particular task, function or objective.

We will discuss how to apply Situational Leadership® by identifying tasks, assessing performance readiness, matching your behavior / communicating your response to their needs, and managing movement of people through various levels of performance readiness. You will benefit by sharpening the skills you need to develop to become a better leader and manager, learning when you should provide detailed vs. 30,000 foot-level guidance, identifying what you do to delegate better and learning how to help others grow and develop. We will cover how to identify improvement opportunities and generate action plans with follow-up tasks and deadlines to sustain progress in your leadership and management skills.

Learning Objectives:

- Improve your effectiveness in leadership behaviors—how to *influence* others—
 - At work—clients & staff
 - On boards
 - At home and socially
- Learn how to determine your follower's level of readiness so that you can enhance your ability to supervise, delegate and develop others
- Understand when to change leadership styles, as well as how to differentiate your communications and actions in order to best support the outcomes you are looking for your followers' to achieve

Delivery Method: Group-Live

Recommended CPE: 12-14 CPE credits, depending on the schedule

Field of Study: Business Management & Organization



Prerequisites: A participant will have completed self-assessment instrument(s) for leadership style and invite others in their organization to provide 360 feedback. This material is written for someone who has experience in management and/or leadership. Due to the participants' management or leadership roles, they should already have a basic knowledge of at least their direct reports developmental needs within the organizations they serve.

Advance Preparation: See prerequisites above.

Program Level: Intermediate

Registration: You have been selected by your firm to participate in this program as part of your organization's management/leadership development program and have been registered with Succession Institute accordingly.

Refund policy: Cancellations or modifications to your registrations must be completed by midnight Eastern Standard Time of the day prior to the workshop. To change your registration, please email info@successioninstitute.com, or call our office: (512) 338-1006, ext. 100 (Melanie), 106 (Jan).

Although the Succession Institute does not intend to cancel any workshops at this time, in the event of an unforeseen circumstance or unexpected situation, we reserve the right to cancel any workshop as may be necessary. We will refund your purchase price or reschedule for a mutually convenient date if circumstances require us to cancel a workshop for which you are registered. If Succession Institute cancels or reschedules a workshop, we will inform all registrants and workshop planners via email.

Substitution Policy: There is no charge for sending a substitute to a course. Multi-day programs like this must be attended by the same registrant each day.

Warranty Policy: Succession Institute, LLC pledges to conduct its business with honesty and integrity. Should there be a complaint with the quality of programming or the level of service, Succession Institute will make every effort to resolve it. Complaints should be expressed in writing and directed to Jan Ashmos, Succession Institute, 2603 Pearce Road, Austin, TX 78730 or (512) 338-1006 ext. 106 or send an email to info@successioninstitute.com. The correspondence should state the full nature of the complaint. The complainant shall be contacted by a member of the Succession Institute within 3 working days.

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