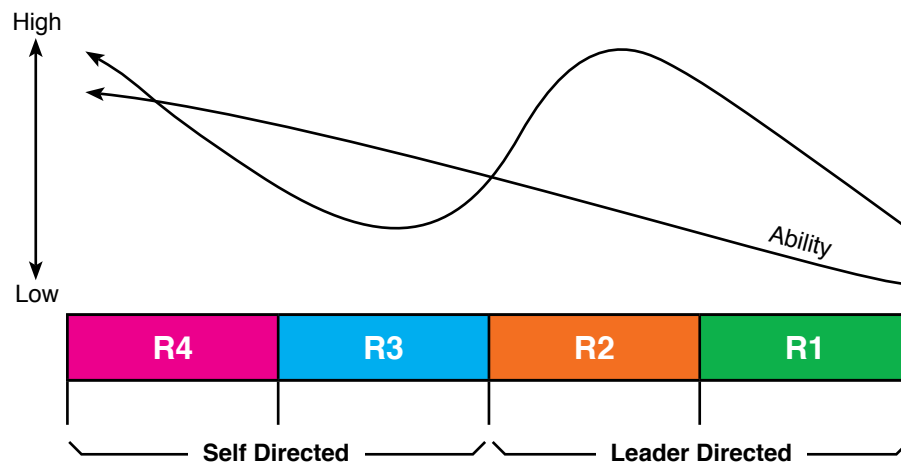


Session 6:

Development and Regression

Step 4: Manage the Movement

Predictable Patterns

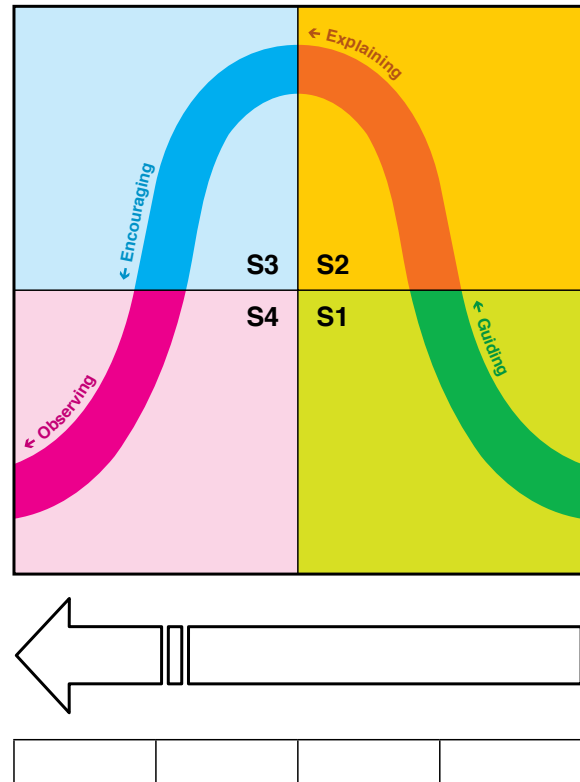


- The individual initiates most conversations about improvement and execution of task
- Agreement and alignment become critical issues to build confidence
- The need to own and achieve builds self-confidence
- The individual investment of the leader is paid off by individual autonomy
- Activities tend to be initiated, designed and directed by the leader
- The leader needs to check for understanding
- Confidence in what, when and how to do the task comes from, or is dependent upon, others
- There is a strong correlation between outcome and leader involvement

Notes

Step 4: Manage the Movement

Development



Notes

Activity: Video Case Studies - Case 1

Step 1: Identify the specific task.

Step 2: Assess current Performance Readiness®.

Determine the Performance Readiness® Level of the performer. List any performance indicators that you identify in the video clip. (Circle the correct response.)

R4 R3 R2 R1

Step 3: Match and communicate leader response.

What leadership style should you use for this task? List any leadership behaviors that you identify in the video clip. (Circle the correct response.)

S4 S3 S2 S1

Notes

Activity: Video Case Studies - Case 2

Step 1: Identify the specific task.

Step 2: Assess current Performance Readiness®.

Determine the Performance Readiness® Level of the performer. List any performance indicators that you identify in the video clip. (Circle the correct response.)

R4 R3 R2 R1

Step 3: Match and communicate leader response.

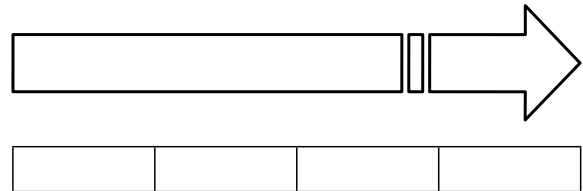
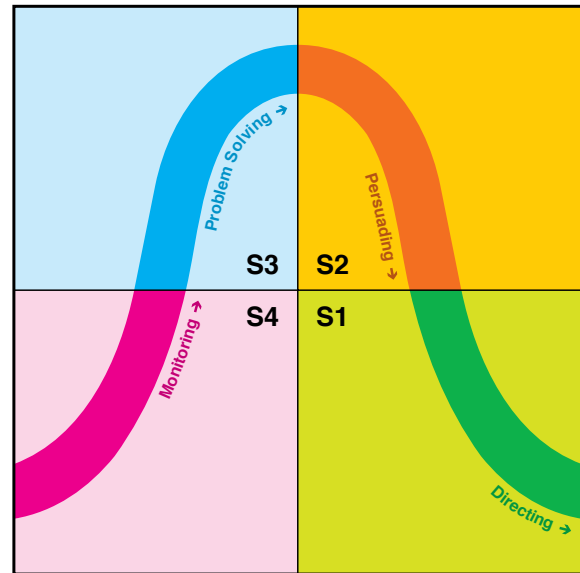
What leadership style should you use for this task? List any leadership behaviors that you identify in the video clip. (Circle the correct response.)

S4 S3 S2 S1

Notes

Step 4: Manage the Movement

Regression



Notes

Activity: Reentry and FeedForward¹

DIRECTIONS

- ☐ Select one item that has meant the most to you personally through your experience with this course in terms of your personal improvement.
- ☐ Ask three participants for one idea on helping you improve in this one area.
- ☐ Rules for this activity:
 - Do not judge the ideas given to you
 - Thank the participant for the idea
 - Listen to your partner and offer an idea to them in turn

FeedForward Idea #1

FeedForward Idea #2

FeedForward Idea #3

What one item in the course has meant the most to you personally?

Which task will you focus on first when applying Situational Leadership®?

¹ This exercise was generously provided from an article by Marshall Goldsmith, published in "Leader to Leader," Summer, 2002. Used with permission. All rights reserved.

Sustainment

1. Incorporate Situational Leadership® language in performance discussions.
2. Gain alignment with your manager about expectations for implementing what you learned.
3. Use the *Situational Leadership®: Building Leaders* materials on the job.
4. Invite feedback for a baseline LEAD Other assessment and compare results with a second assessment within three to six months.

What other ideas do you have to sustain your use of Situational Leadership®?

We are constantly adding new sustainment items. Check MyCLS, our website or online store for additional products to sustain Situational Leadership®. **Note:** Some items may only be available in English.

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