



Introducing

# Situational Leadership® Essentials

Developing Situational Leaders through personalized learning solutions.





# The next generation of Situational Leadership® training.

The role of the manager is becoming increasingly complex, and adaptability is the key to organizational resilience. As the next generation of Situational Leadership® training, *Situational Leadership® Essentials* equips managers with the skills they need to pivot to meet the challenges of today and tomorrow by providing them with a strong foundational understanding of the Situational Leadership® Model.

# Why This Program?

It introduces participants to the Situational Leadership® Model and equips leaders with the necessary tools to skillfully navigate the demands of an increasingly diverse workforce and evolving global marketplace.



## EMPOWERING STRATEGIES

Arms leaders with strategies to enhance performance and teamwork.



## LEAD SELF ASSESSMENT

Enables leaders to self-reflect on their current leadership practices when compared to the Situational Leadership® Model.



## BUILDS KEY SKILLS

Teaches leaders to flex and adapt their leadership style to meet the needs of others.



## SITUATIONAL AWARENESS

Prepares leaders to effectively assess and adapt to situations, opportunities and challenges of leading others.



## FLEXIBLE COURSE OPTIONS

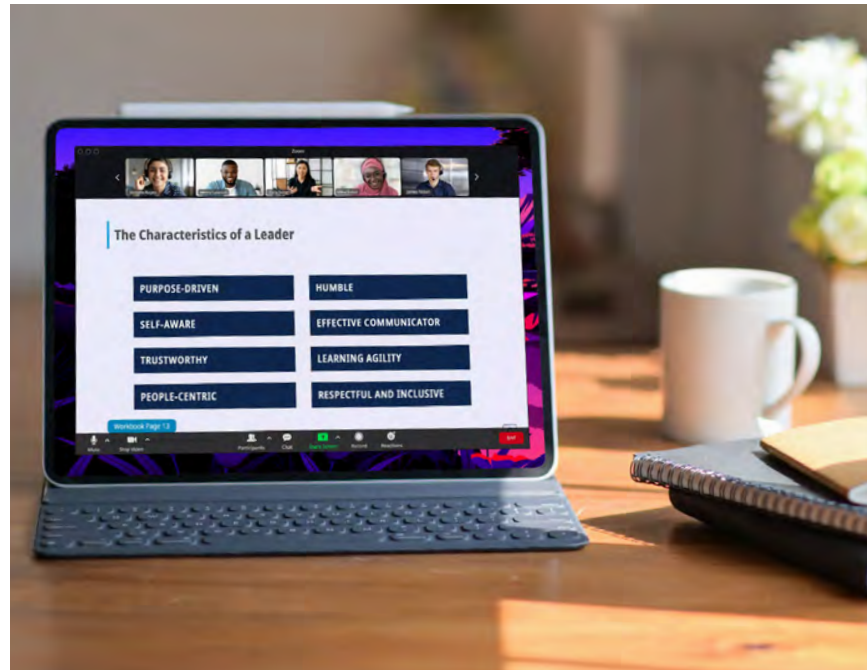
Available modalities include in-person and virtual instructor-led training, digital blended and self-paced.



## CERTIFICATION PROCESS

Equips trainers to deliver the course across all modalities with one certification process.





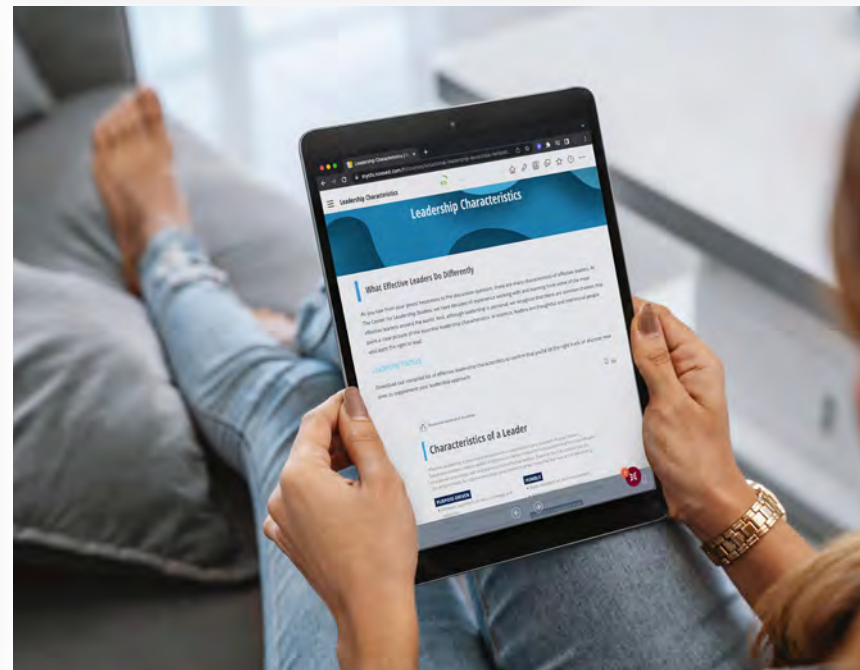
# Modern

Learners today work in unprecedentedly diverse teams in a variety of environments and communication channels. As such, they need training that is **clear, relevant,** applicable and **accessible** to them when and how they need it.



# Consistent

Learning objectives, outcomes, **content and materials are consistent across all modalities.** But while the content remains the same, the learning **experience is optimized to each modality.**



# Flexible

*Situational Leadership® Essentials* provides a **single solution for your hybrid workforce,** helping you **increase the scale and speed** of your leadership training to develop more leaders in less time.

# Learning Outcomes

*Situational Leadership® Essentials* teaches first-time and mid-level managers to flex and adapt their leadership style to meet the needs of others.

**Achieve clarity and alignment by understanding team members' priorities and tasks and communicating expectations.**

**Match your leadership approach to the corresponding needs of an individual for a specific task.**

**Avoid underleading and overleading by recognizing that a one-size-fits-all approach to leadership is ineffective.**

**Respond to change by maintaining an awareness of team members' changing circumstances and performance needs.**

**Build trust over time by correctly diagnosing a situation, adapting to others' needs and leveraging open, two-way communication.**

# Learning Features

**Engaging:** Integrates activities with daily work and makes an immediate impact

**Highly Relevant:** Supports retention, reflection, practice, application and feedback

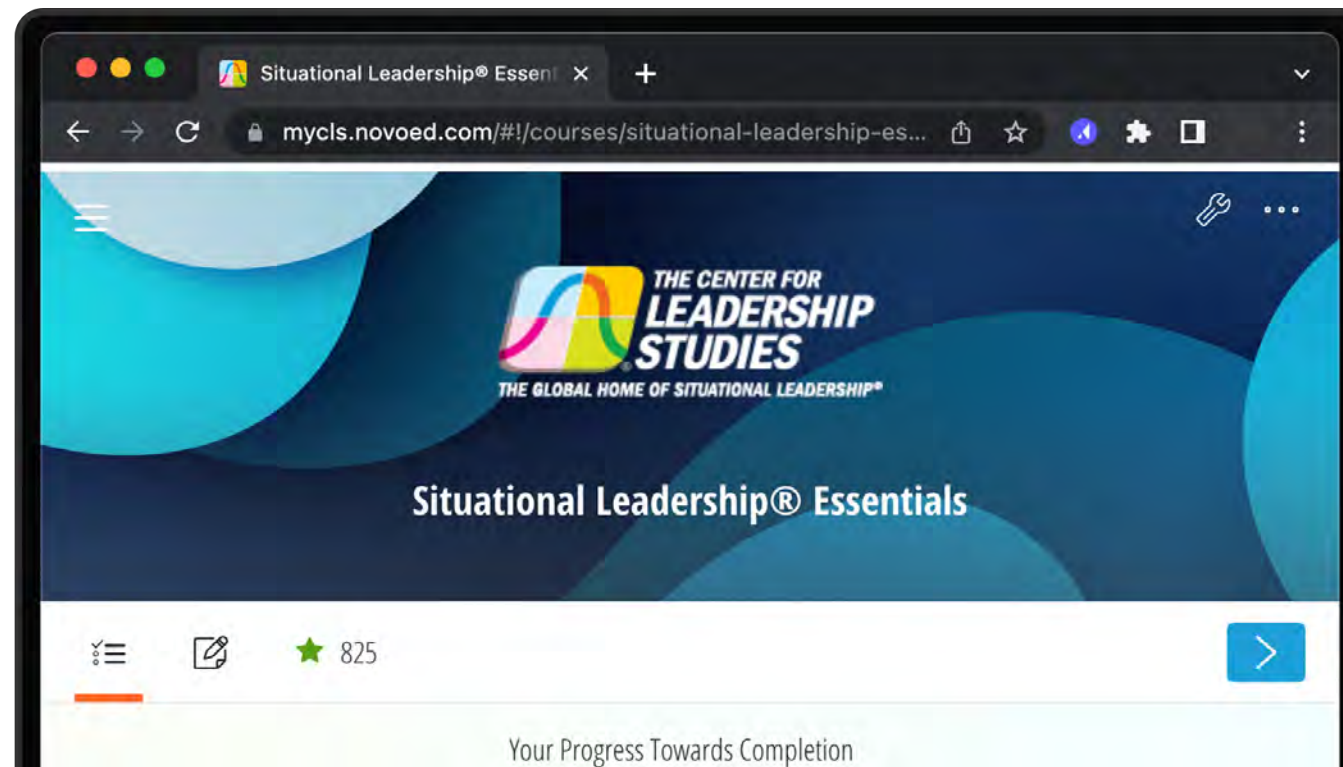
**Self and 360° Assessments:** Measure the current leadership behaviors of a manager

**Reinforcement and Practice:** Provide tools for application on-the-job

**Facilitator Feedback:** Supports learners with expert advice and insights

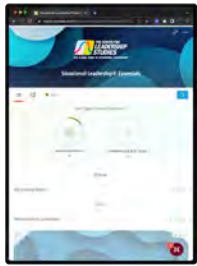
**Collaborative Learning:** Enables learners to share insights, feedback and encouragement with each other (cohort collaboration)

**Streamlined Certification Process:** Equips trainers to deliver the course across all modalities with one certification process



# Learning Formats

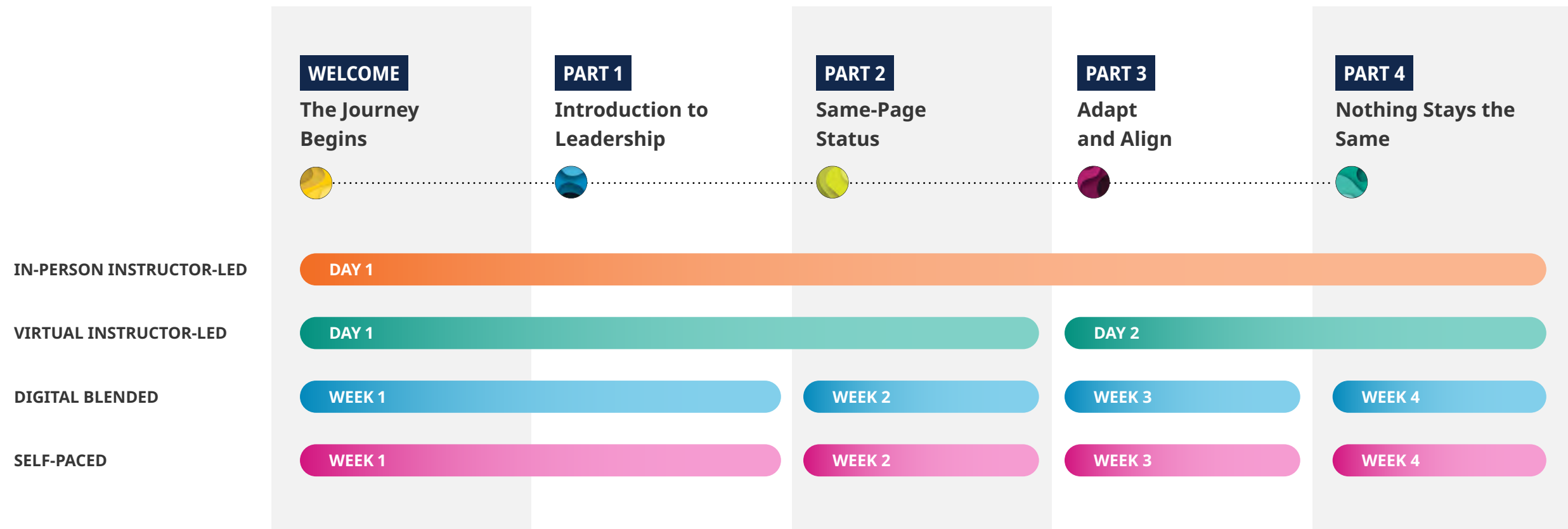
*Situational Leadership® Essentials* delivers consistent, high-impact learning experiences across multiple modalities to meet the unique needs of your learners.



MODALITY	In-Person Instructor-Led	Virtual Instructor-Led	Digital Blended	Self-Paced
DURATION	1 day	2 half days	4 weeks	4 weeks
SEAT TIME	8 hours	8 hours	8 hours	8 hours
LEARNING STYLE	Synchronous	Synchronous	Polysynchronous	Asynchronous
MATERIALS	Participant Workbook and handout	Digital Participant Workbook and digital handout	Digital handouts and job aids	Digital handouts and job aids

# Your Learning Journey

This learning journey provides a strong foundational understanding of the Situational Leadership® Model and equips managers with the skills they need to pivot to meet the challenges of today and tomorrow.



*Note: The timelines depicted in this graphic reflect the rollout recommendations by CLS.*



# LEAD Self and LEAD Other Assessments

The *Situational Leadership® Essentials* program includes two assessments, LEAD (Leadership Effectiveness and Adaptability Description) Self and LEAD Other, which provide participants with baseline measurements that can be used for leadership skill development.

**The LEAD Self** assessment evaluates the leadership behaviors used when leaders are engaged in attempts to influence the actions and attitudes of others. This provides insight into the leadership styles with which participants are currently comfortable and effective utilizing and their style adaptability, which is the degree to which the leader uses a leadership style that is appropriate for the level of Performance Readiness® described in each situation.

**The LEAD Other** assessment measures how a leader is perceived by others which may differ from the leader's intent or self-perception. This assessment provides information about the influence behaviors the leader uses and the extent to which the leader matches those behaviors to the needs of others, whether that is a direct report, peer or even their boss.



# Modalities and Localization

At The Center for Leadership Studies, it is our goal to make the Situational Leadership® Model as accessible as possible. As such, we have made the program available in four different learning modalities and translated it into many languages.





# Situational Leadership® Essentials

Participant Workbook



## Situational Leadership®



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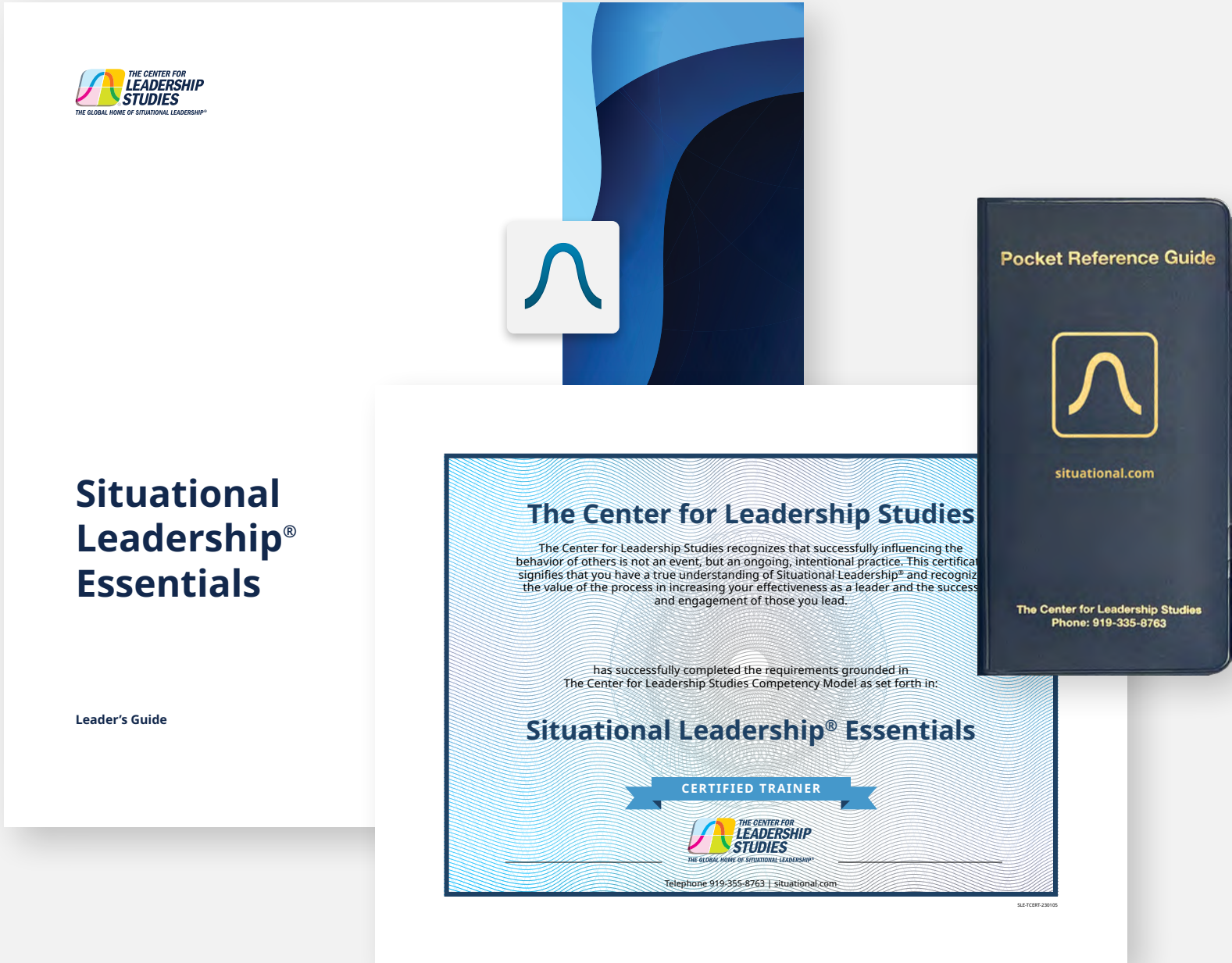
# Situational Leadership® Essentials Participant Kit

Participant materials are consistent across all four modalities.



# Situational Leadership® Essentials Facilitation Kit

Facilitator materials are consistent across all four modalities.



## SITUATIONAL LEADERSHIP® ESSENTIALS

# Certification

The *Situational Leadership® Essentials Certification* equips trainers to deliver the course across all modalities—in-person instructor-led, virtual instructor-led and digital blended live sessions. The *Situational Leadership® Essentials Certification* is designed to ensure comprehensive understanding of the Situational Leadership® Model and content proficiency in key concepts while providing opportunities to prepare and personalize facilitation.

### Certification Benefits:

- ☑ One certification for four modalities
- ☑ Join an elite community of certified trainers
- ☑ Exclusive access to quarterly Trainer Development Calls
- ☑ Membership to an exclusive LinkedIn Group of Situational Leadership® Trainers
- ☑ Video descriptions of content and flow of the course
- ☑ Example recordings of CLS Master Trainers facilitating each modality of the course
- ☑ Knowledge checks, submissions and assignments to confirm your understanding
- ☑ FAQs and answers from CLS Master Trainers
- ☑ Standardized rubric for teach-backs
- ☑ Resource hubs that provide additional, modality-specific videos
- ☑ Collaborative learning opportunities to interact with peers and facilitator
- ☑ Live Q&A session with a certified facilitator
- ☑ Facilitator material downloads

# Sustainment

In addition to the course training materials, we have a robust sustainment system that gives leaders tools to help translate their experience in the classroom to the real-world work environment and begin applying their learning right away.

## Included

### Action Plan

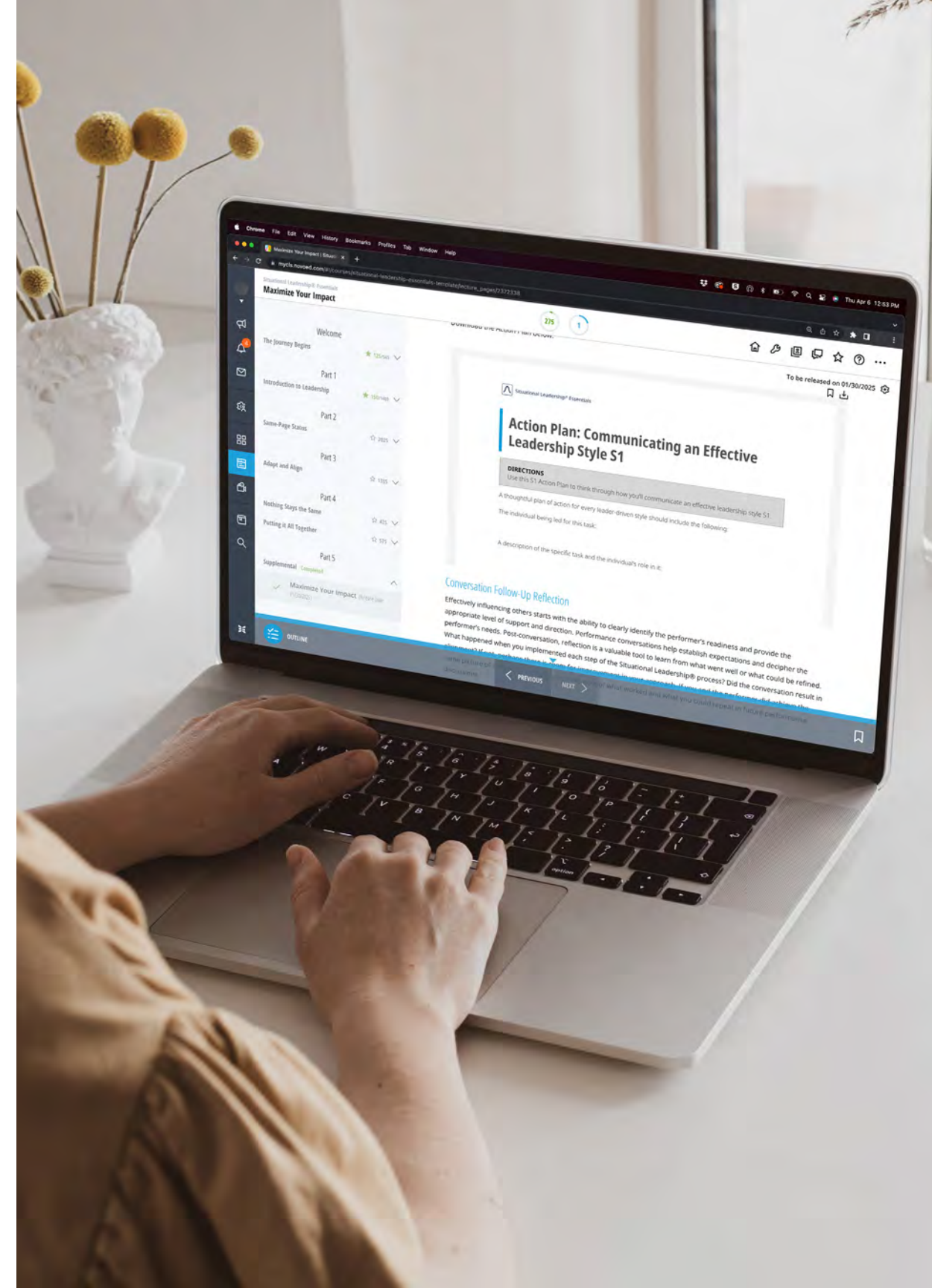
Leaders use this Action Plan to proactively clarify and organize their thoughts when responding to performers at each Performance Readiness® Level for a task.

### Conversation Follow-Up Reflection

This reflection exercise asks leaders to think about how they conveyed each step of the Situational Leadership® process for a specific task in a performance conversation with their team member.

### Feedback Reflection

This handout encourages leaders to examine feedback they received on their demonstration of the four leadership styles, revealing areas for improvement or validation of their efforts.







# Sustainment

## Free Add-ons

### Situational Leadership® Essentials Modules

These eight microlearning modules, taken once a week over 8 weeks, dive deeper into the Performance Readiness® Levels and Leadership Styles.

### The Four Moments of Truth™

Grounded in the time-tested fundamentals of evaluation strategy, 4MOT™ is an easy process that supports the Trainee’s success and engagement before, during and after a training event.

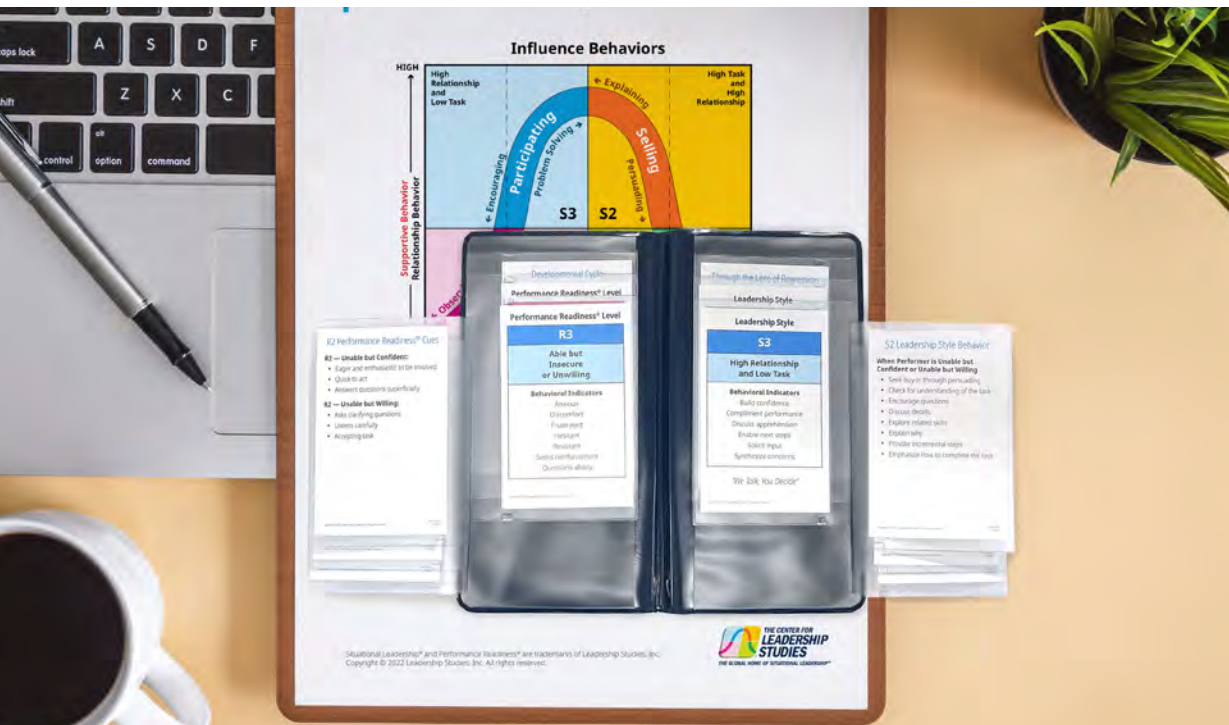
## Discussion Guide

As a leader, it’s important to recognize that effective leadership is an iterative, lifelong practice. Use the questions in this guide to stimulate insight into the behaviors used to influence others.

## Paid Add-ons

### Pocket Reference Guide

This tool provides leaders with quick access to key concepts and terms from the Situational Leadership® Model when preparing for conversations designed to influence others.



# What People Are Saying

"The *Situational Leadership*® *Essentials* course provides the practical toolkit for any leader looking to synchronize their style to the needs of those they lead."

– Associate Partner

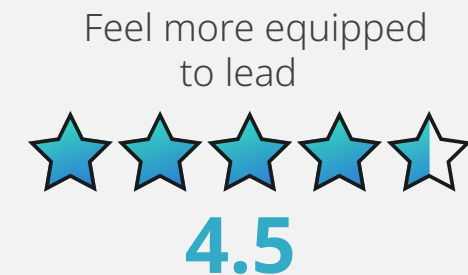
"The flexibility of the *Situational Leadership*® *Essentials* course allows our team to match the different modalities to our training audiences while delivering a consistent message and engaging experience."

– Director of Learning & Development at a Leading Pharmaceutical Giant

"Finally, a leadership training program that delivers high-quality learning across the board."

– Director of Training at a Leading Manufacturing Organization

## Participant Ratings



NovoEd

**Novie Award  
Winner 2023**

**BEST VISUAL DESIGN**

# Get Started Today

## Public Workshop

Your leaders attend any modality of the public workshop.

[Learn More](#)

## Private Workshop

Utilize one of our Certified Trainers to facilitate the virtual, digital blended or in-person course across your organization.

[Learn More](#)

## Certification

Certify your internal trainer(s) to facilitate *Situational Leadership® Essentials* for your learners.

[Learn More](#)

See it for yourself! Get a sneak peek of  
**Situational Leadership® Essentials**  
**Course Preview**

Register now to receive access to the course preview!

