

## CONTINUING EDUCATION

### COURSE OUTLINE – Situational Leadership

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**PREREQUISITE(S):** None

**REQUIRED TEXT/RESOURCE MATERIALS:** Course materials are supplied.

**COURSE DESCRIPTION:**

The best leaders are situational leaders. They know how and when to provide the right leadership to help their team members succeed. As the world's most taught leadership model, Situational Leadership® II (SLII) teaches managers the skillset they need to guide their people through predictable stages of development and provide them with what they need to be successful. Backed by years of research and proven results, the SLII® framework has stood the test of time. When people get the leadership they need when they need it, their performance accelerates, work passion increases, and your organization thrives.

This workshop is facilitated by George Emmett, co-founder of GR8Solutions, and an Associate with Keldar Leadership. With a forty-year history of success in business, George specializes in customer service and team building, working with clients to improve business focus and developing the hidden talents within their organizations. Over time, George has held various positions, starting from entry level positions, to a regional sales manager, to a business manager-owner. Spending the last forty years in Northern Alberta, British Columbia, and the Northwest Territories has given George a profound understanding of the challenges and complexities of life and business in the north.

**CONTACT HOURS:** 12 hours

**DELIVERY MODE(S):** Face to Face, Video Conference

**TRANSFERABILITY:** N/A

## **GRADING CRITERIA:**

Upon completion of the course, you will receive an Acknowledgement of Course Completion certificate. Upon completion of six elective courses, you will receive the Management Essentials Certificate for the program.

**EVALUATIONS:** Successful completion of a written Evaluation of Learning.

**STUDENT RESPONSIBILITIES:** Attendance and classroom participation.

## **COURSE SCHEDULE/TENTATIVE TIMELINE:**

Dates vary (refer to website for current availability).

## **COURSE CONTENT**

### **DAY ONE**

#### **Everything DiSC Workplace®**

This is a classroom training and personalized learning experience that can benefit every person in the organization—regardless of title or position, department or function—in building more productive and effective relationships at work. It teaches participants to understand themselves and others, while learning to appreciate different priorities, preferences, and values everyone brings to the workplace. With personalized insights and actionable strategies, participants learn how to adapt to the style of others, ultimately improving engagement, collaboration, and the overall quality of the workplace. Enhancing their ability to be great leaders in any Situation.

### **DAY TWO**

#### **Situation Leadership II® (SLII) Concepts**

SLII Concepts gives you a shared process, language, and model for building leadership. It is a program customized to your employees' individual goals and your corporate goals. SLII teaches leaders to do more than just respond to and apply memorized skills to predictable situations. **It teaches leaders to analyze, diagnose, think, and apply leadership concepts effectively in any situation.**

#### **SLII CONCEPTS LEARNING OUTCOMES**

- Proficiently diagnose developmental levels
- Match leadership styles—communications and behavior—to development levels
- Gain a common leadership language that permeates your culture
- Shift intentions into behaviors, and behaviors into accountability
- Develop highly skilled, flexible leaders who can develop and retain people

## SLII CONCEPTS LEARNING DESIGN

### ***Leadership for the Future***

Provides an overview of SLII, the core competencies of leaders, and sets up the training initiative for success.

### ***Beliefs and Building Blocks***

Discover why there is no “best style” and why the choice of leadership style depends on the situation. You will learn that SLII is a language as well as a strategy for reaching agreements and helping people develop.

### ***Diagnosis: The First Skill of a Situational Leader***

Learn to diagnose an individual’s development level in order to determine how much direction or support is needed to develop that individual.

### ***Flexibility: The Second Skill of Situational Leadership***

Learn four leadership styles, each with a different combination of direction and support, and explore behaviours important in developing others’ competence and commitment. You will also practice matching your leadership style to an individual’s development levels; and learn how to develop others’ motivation, competence and confidence by using the right leadership style in a given situation.



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