



Consulting and Training | Reach New Heights

**Course Name**

# **The Adaptive Leader: Driving Performance with Situational Leadership®**

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**Sector Name**

Management And Leadership

**Document Type**

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## The Adaptive Leader: Driving Performance with Situational Leadership®

### Course Introduction

In today's fast-paced and ever-evolving business landscape, leaders are faced with diverse teams, unique challenges, and varying levels of competence and commitment from their team members. The ability to adapt your leadership style to meet these dynamic needs is a critical skill that drives organizational success.

### Adaptive Leadership Bootcamp:

The Adaptive Leadership Bootcamp: Mastering Situational Leadership® for High-Impact Results provides an immersive experience where participants will learn to apply the principles of Situational Leadership® to become more effective leaders. Through practical exercises, case studies, and interactive discussions, participants will develop the skills to lead their teams with confidence, flexibility, and precision.

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## The Adaptive Leader: Driving Performance with Situational Leadership®

### Target Audience

- ✓ C-Level Executives looking to enhance their leadership agility in dynamic environments
- ✓ Directors and Department Heads who manage diverse teams with varying levels of competence and commitment
- ✓ Team Leaders and Supervisors seeking practical tools to drive team performance and engagement
- ✓ HR and L&D Professionals responsible for leadership development programs within their organizations
- ✓ Project Managers who need to adapt their leadership style based on task-specific requirements and team dynamics
- ✓ Aspiring Leaders looking to build the foundation for adaptive leadership practices

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### Learning Objectives

- ✓ Adapt their leadership style to meet the specific needs of each team member
- ✓ Communicate expectations clearly and align priorities with team members
- ✓ Recognize when to provide more direction and when to offer more support
- ✓ Drive performance and engagement by using a whole-person approach in performance conversations
- ✓ Foster a culture of accountability and empowerment within their teams

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## The Adaptive Leader: Driving Performance with Situational Leadership®

### Course Outline

#### ✓ 01 Day One

##### **Understanding the Situational Leadership® Model**

- ✓ The Fundamentals of Leadership Flexibility
- ✓ The Four Leadership Styles of Situational Leadership®
- ✓ Understanding Task-Specific Leadership
- ✓ Assessing Development Levels of Team Members

**Key Activity:** Self-assessment of personal leadership style and development levels of team members

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### Course Outline

#### ✓ 02 Day Two

##### **Diagnosing Team Needs and Adapting Your Leadership Style**

- ✓ The Importance of Diagnosing Task Competence and Commitment
- ✓ Matching Leadership Style to Team Members' Needs
- ✓ Recognizing the Risks of Overleading and Underleading
- ✓ Building Trust and Accountability Through Adaptive Leadership

**Key Activity:** Case study analysis on diagnosing team needs and applying the appropriate leadership style

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### Course Outline

#### ✓ 03 Day Three

##### **Mastering Situational Conversations™**

- ✓ The Situational Conversations™ Framework
- ✓ Crafting Clear and Impactful Performance Conversations
- ✓ Setting Expectations and Providing Feedback
- ✓ Engaging in Developmental Coaching Conversations

**Key Activity:** Role-playing exercise on performance conversations using the Situational Conversations™ Framework

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### Course Outline

#### ✓ **04 Day Four**

##### **Driving Performance and Engagement Through Adaptability**

- ✓ Leveraging the Whole-Person Approach in Leadership
- ✓ Identifying and Overcoming Barriers to Performance
- ✓ Creating a Culture of Accountability and Ownership
- ✓ Encouraging Continuous Improvement and Growth

**Key Activity:** Group exercise on identifying barriers to team performance and developing strategies to overcome them

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### Course Outline

#### ✓ 05 Day Five

##### **Applying Situational Leadership® to Real-World Challenges**

- ✓ Customizing the Situational Leadership® Model to Your Organization
- ✓ Managing Difficult Conversations with Confidence
- ✓ Leading Remote and Hybrid Teams Effectively
- ✓ Sustaining Behaviour Change and Performance Improvement Over Time

**Key Activity:** Participants develop a personalized leadership action plan to apply Situational Leadership® in their work environment

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## The Adaptive Leader: Driving Performance with Situational Leadership®

### Confirmed Sessions

| FROM           | TO             | DURATION | FEES       | LOCATION             |
|----------------|----------------|----------|------------|----------------------|
| Sept. 6, 2027  | Sept. 10, 2027 | 5 days   | 4250.00 \$ | UAE , Dubai          |
| Feb. 1, 2027   | Feb. 5, 2027   | 5 days   | 5950.00 \$ | Switzerland , Zurich |
| April 26, 2027 | April 30, 2027 | 5 days   | 4250.00 \$ | UAE , Dubai          |
| Jan. 3, 2027   | Jan. 7, 2027   | 5 days   | 4250.00 \$ | KSA , Riyadh         |

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