

American Management Association's Situational Leadership® II Workshop

Learning Objectives

- Use a Common Vocabulary for Leadership
- Understand Why There Is No One Best Leadership Style; Leadership Style Is Driven By the Situation
- Employ the Three Skills of a Situational Leader: Goal Setting, Diagnosing, and Matching
- Demonstrate the Six Conversations of a Situational Leader
- Recognize and Experience the Positive Outcomes of Matching Leadership Style to the Situation
- Avoid the Negative Outcomes of Oversupervision and Undersupervision
- Create an Action Plan for Improving Your Situational Leadership Effectiveness

Introduction: The Need for and Value of Situational Leadership® II

- Identify the Importance of Leadership and the Leader's Role to Develop Others
- Recognize the Impact of Ineffective Leadership
- Recognize the Impact of Effective Leadership
- Identify the Potential Value of Situational Leadership® II
- Identify the Three Skills and Six Conversations of Situational Leadership® II
- Identify the Schedule and Milestones of This Workshop

Goal Setting—The First Skill of a Situational Leader

- Recognize the Purpose and Value of Goals
- Understand the Characteristics of SMART Goals
- Identify the Impact of a Lack of SMART Goals
- Practice Crafting a SMART Goal
- Take the First Step to Apply Situational Leadership® to a Real-World Situation

Diagnosing—The Second Skill of a Situational Leader

- Define the Skill of Diagnosing
- Identify the Two Components of Diagnosing: Competence and Commitment
- Understand the Four Developmental Levels and Their Characteristics
- Understand the Collaborative Nature of Diagnosing
- Learn a Method for Resolving Disagreements About Development Level
- Apply the Skill of Diagnosing to Your Real-World Situations

Matching—The Third Skill of a Situational Leader

- Identify the Four Leadership Styles and the Two Component Behaviors: Direction and Support
- Understand the Leadership Behaviors Associated with Direction and Support
- Describe the Differences Between the Four Leadership Styles
- Understand the Process of Matching Leadership Style to Development Level
- Review and Interpret Your LBAIL[®] Self
- Experience the Impact of Matching and Mismatching

Applying Situational Leadership[®] II—Practicing and Refining Your Skills

- Review and Refine Your Understanding of Development Levels and Leadership Styles
- Know the Three Leader Choices and Implications of Oversupervise, Undersupervise, or Match
- Practice Diagnosing and Recognizing Leadership Styles
- Practice an Alignment Conversation
- Know the Elements and Leadership Practices for Developing Others' Competence and Commitment and Sustaining High Performance
- Practice Select Leadership Style Conversations

Plan for Development

- Identify SLII[®] Strengths and Development Areas
- Identify Activities Required to Help Transfer Your Learning from the Workshop Back to the Job
- Develop an Action Plan for Becoming a Situational Leader