



Results Through People

# Situational Leadership II

## Leading Effectively for Results

*I took a lot away from the course, particularly, understanding that I need to vary my style to suit the individual and to think about the task to be done. I didn't realise before that I was taking the same approach to everyone on my team.*

Alcon International

*Anne Paterson, Workshop Leader*

*Anne has over 20 years' experience in the areas of Learning and Development and Human Resource Management in the UK, mainland Europe and Australia.*

*She was Head of Human Resources for Flight Operations in British Airways and HR Manager Europe, providing consulting support and advice to 24 countries. Since establishing Results Through People in 1995, Anne has worked with a wide range of clients across both public and private sectors.*

*She is accredited in Situational Leadership (SLII) and has worked with a diverse group of industries and clients at all levels from supervisors through to Executive Directors and Vice Presidents.*

### A Practical and Powerful Model

Situational Leadership II (SLII) is a model of leadership designed to be used by leaders and managers to build their team members' competence and harness their commitment to achieve results.

The Workshop explores the benefits of applying Situational Leadership and helps leaders understand how to apply a range of leadership styles to influence and motivate people to achieve and sustain high performance. It also includes a self-analysis questionnaire to increase the leader's self-awareness and knowledge of his/her own approach to leadership.

### Learning Outcomes

This Workshop uses the Blanchard Situational II Leadership model and Workshop participants will:

- Develop their understanding of leadership
- Learn how to apply a model of leadership
- Increase their self-awareness and knowledge of their own approach to leadership
- Enhance their skills in building and sustaining high performance
- Build confidence in setting, agreeing and discussing clear goals
- Learn how to identify and apply a range of leadership styles to influence and motivate people to achieve effective performance



### Course Overview

What is Leadership?

The 3 Skills of a Situational Leader:

1. Diagnosis
2. Flexibility
3. Partnering for Performance

Understanding the Development Needs of Individuals

Understanding Our Own Leadership Style (by completing a self-analysis)

Using Directive and Supportive Behaviours to build an individual's competence and commitment to deliver results

Understanding the 4 Leadership Styles

Selecting the Most Effective Leadership Style to Match Individual Needs

Practicing the 4 Leadership Styles

Partnering with People for Performance

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To find out more go to [www.rtppeople.com.au](http://www.rtppeople.com.au)