

Blanchard®
Leadership
Solutions

*Build Trust.
Encourage Collaboration.
Enhance Problem-Solving.*



Situational Team Leadership

Optimise Team Performance

Congratulations. You've been selected to participate in an important business initiative or task force in your organisation. Your boss tells you that your leadership will be needed on this cross-functional team. You're pleased about being selected. Then reality sinks in. You realise that this could mean spending a lot of time with people you don't know very well, who don't report to you, and who may have competing agendas. These colleagues each have different styles of communication. Different functional skills. And a different stake in the success of this team.

It happens all the time. A diverse group of individuals thrown together to accomplish a needed business goal, sometimes to define and make recommendations about what to do next. What you do next will have a huge impact on your team's success. You can ensure success with Situational Team Leadership. This programme is a unique process for team development and performance. A tool you can use to synchronise team members. And the processes that move them through predictable stages of team development. Faster. More successfully.

“The most important function of a team leader is to help the group move through the stages of development.

*Don Carew, Ph.D and
Eunice Parisi-Carew, Ph.D*

LEARNING OUTCOMES

- Know and understand the behaviours of effective leaders and members
- Vision, charter and create values for optimum performance
- Respect, honor and trust the contributions of each participant
- Communicate effectively—verbally and non-verbally
- Embrace and practice accountability
- Maximise every opportunity for success

LEARNING DESIGN

Situational Team Leadership is delivered as a core framework of five steps employing several research-based models and strategies. Deliver the programme in one day—face-to-face or virtually. Additional modules are available to expand training to two and three-day programmes for specific reinforcement and sustainability.

Step 1 *PERFORM Model*

The first step in the process teaches participants how to identify the characteristics of high performing teams. Assess existing groups for potential gaps. And take corrective action.

Step 2 *Team Charter*

Step 2 introduces the Team Charter—a template for documentation of goals, accomplishments and assignments. Through this process teams learn how to build and maintain structure.

THE Ken Blanchard
COMPANIES

The Leadership Difference.™

Situational Team Leadership *(continued)*

Step 3 *Team Development*

In this step we identify and describe the five stages of team development. Participants are taught to diagnose the characteristics and needs of any team. And how to deploy those skills within existing teams.

Step 4 *Situational Leadership® II*

The fundamentals of our Situational Leadership® II programme are integrated to match team leadership behaviours to the team's development stage. Participants learn to analyse, diagnose, think, and apply leadership concepts effectively in any situation.

Step 5 *Tools for Team Leadership*

The final step imparts team dynamics and strategies for higher performance. Participants are given tools to focus on meeting structure and facilitation. They learn how to plan agendas. Create action plans. And evaluate the effectiveness of meetings.

ADVANTAGE

- Increases team success
- Empowers teams to work more effectively together
- Targets strategies for effective teamwork
- Enhances team relationships and communication
- Improves productivity and morale

Situational Team Leadership best practices are part of all the work we do with you, including:

- Organisational Consultation
- Impact Mapping and Goal Alignment
- Diagnostic Tools and Assessments
- Custom Design & Development
- Instructor-led classroom delivery
- Blended solutions (synchronous and asynchronous elearning)
- Keynotes and Executive Overviews
- Public Workshops
- Training for Trainers

READY, SET, GO!

Contact us to learn more about the results Situational Team Leadership has delivered and the options that best meet your needs.



Global Headquarters

125 State Place
Escondido, CA 92029 USA
From anywhere: +1 760 489-5005
Within the US: 800 728-6000
Fax: +1 760 489-8407

For a list of our offices worldwide, visit
www.kenblanchard.com