The Leadership Bridge:

Situational Leadership® II and DiSC

There often have been situations where a management approach was used with someone that didn't get the desired results. This happens because most leadership training programs don't take the personalities of the leaders, or the people they manage, into account. However, The Leadership Bridge: Situational Leadership® II and DiSC® does.

Thousands of companies use the DiSC® model to determine the personal preferences of their managers. This program provides a method for integrating these two popular and powerful concepts.

The Leadership Bridge: Situational Leadership® II and DiSC®, helps participants focus on self-awareness by analyzing their personality in relation to their leadership style, and develop a personal growth plan to expand their range of behaviors. Participants learn how to diagnose the development level and personal preference of the people they manage.

Description

This program is presented in eight modules. Facilitators must be experienced SLII® and DiSC® trainers, and training participants must have a working knowledge of both theories. This program is not meant to teach the concepts, but to review and merge those concepts.

Introduction, Overview, and Learning Goals

In this module participants complete two self-development activities and one group-learning activity.

Review of the DiSC Model

This module reviews the DiSC® model and facilitates self-diagnosis. Participants learn how their personal preference differs from others. They deepen their understanding of the inherent strengths and undeveloped aspects of their own and others' preferences.

Review of Situational Leadership® II

This module reviews SLII and helps participants examine their own style in order to understand the importance of leadership flexibility. A review of how to determine employee needs and match the choice of a leadership style to the situation is also provided.

Putting Personal Preferences and Leadership Styles Together

This module provides guidelines for using Directive and Supportive behaviors during favorable and unfavorable conditions for each of the personal profile system patterns.

Diagnosing Others' Personal Preferences

This module moves participants from a focus on self-management to understanding other people's needs. They learn that observable actions—both verbal and non-verbal—are the key to understanding those they influence and develop. Participants practice "people-reading" by diagnosing workshop participants and examining their behaviors.

Diagnosing, Managing, and Developing Others

This module provides the opportunity to use The Interaction Planning System Worksheets to plan an effective meeting with an employee. Participants describe the output they want from the employee, diagnose development level, identify personal preference, and map out a work plan.

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They learn how to use the Interaction Planning System Profiles, which give guidelines on how to communicate with and manage a D, i, S, or C at each development level. Examples of what to say when setting goals, giving feedback, solving problems, and evaluating are provided. This module can be used each time managers are planning one-on-one meetings.

"Back Home" Application

This module helps participants focus on effective communication with a specific employee or type of employee. They describe the output they want from this employee, diagnose development level, identify personal preference, and map out their plan to work with this person more effectively. Participants "dress rehearse" their approach in order to refine it and develop more confidence for the real interaction.

Conclusion and Wrap-Up

In this module participants contrast the knowledge they had when they started the workshop with what they have learned and plan their own development steps.

Objectives

After completing this course, participants will be able to

- Identify their individual strengths and underdeveloped potentials

- Understand and appreciate others' personal preferences

- Develop a personal plan to expand their range of leader behaviors to improve their flexibility

- Use Directing, Coaching, Supporting, and Delegating more effectively

- Understand how unfavorable conditions impact leadership style

- Diagnose situations to select leadership behaviors

- Diagnose personal preferences and development levels

- Combine personal preference strategies with appropriate levels of direction and support

Audience

Managers and supervisors who are familiar with the concepts of Situational Leadership® II and DiSC®.

For more information, please contact your Blanchard® Sales Associate

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