

The Leadership Bridge:

Situational Leadership® II and the Myers-Briggs Type Indicator®

This innovative program merges the concepts of Situational Leadership® II (SLII®) and the Myers-Briggs Type Indicator® (MBTI®). Managers and supervisors learn how to match their leadership style to the development level and personality preference of their employees, understand their strengths and weaknesses, and modify their leadership style to build employee self-esteem.

This program can be used for one-on-one coaching, team building, organization development, strategic planning, and managing diversity.

Description

The Leadership Bridge: Situational Leadership® II and the Myers-Briggs Type Indicator® is presented in five modules. Facilitators must be experienced SLII and MBTI 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 and Training Overview

This module presents the goals and objectives for the entire program.

Review of Situational Leadership® II

This module is divided into two sections. The first section provides a basic overview of SLII styles and the four-quadrant SLII model, and reviews the importance of leadership flexibility. The second section reviews matching the choice of leadership style to the situation, determining employees' needs, and understanding what leadership styles a manager is most comfortable using.

Review of Personality Type and Temperament Theory

This module is divided into three sections. The first section reviews MBTI type, the characteristics of each preference, and the strengths and blind spots for each type in the work setting. The second section explains the relationship between type and temperament, the leadership preferences of each temperament, and how each temperament differs in managing employees. The third section shows how to apply type and temperament to teams, organizations, and employees.

Integrating SLII and MBTI Concepts

This module is divided into three sections. The first section presents the key concepts needed to integrate the two theories. Section two explains how to use the concepts for performance evaluation, goal setting, and task assignment. Section three demonstrates how to use the appropriate leadership behaviors with type-alike and type-different teams.

Action Planning for Work and Training Summary

This module provides the forms and direction for developing an individual action plan for applying the concepts to the work setting.

Audience

This module is for managers and supervisors who are familiar with the concepts of Situational Leadership® II and the Myers-Briggs Type Indicator®.

Objectives

After completing this course, participants will be able to

- Understand the differences between successful and effective leadership
- Define leadership, leadership styles, and Directive and Supportive Behavior
- Use the four leadership styles—Directing, Coaching, Supporting, Delegating—comfortably and effectively
- Identify primary and secondary leadership styles
- Diagnose the competence and commitment levels of employees in order to use the appropriate leadership style
- Respond to situations with feedback from the Myers-Briggs Type Indicator instrument
- Increase work effectiveness by viewing personality differences as complementary, not aggravating
- Use leadership style and temperament to positively impact employee or work-team performance
- Combine SLII and MBTI skills
- Use organizational type to diagnose strengths and blind spots
- Use SLII and MBTI concepts to set performance goals and keep peak performers from regressing
- Use appropriate leadership styles at each stage of group development

For more information, please contact your Blanchard® Sales Associate

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