

Blanchard®  
Leadership  
Solutions

*Build trust.  
Encourage collaboration.  
Enhance problem solving.*

# Situational Team Leadership



## Optimize Team Performance.

Congratulations! You've been selected to participate in an important business initiative or task force in your organization. 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 realize 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 are thrown together to accomplish a 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 program is a unique process for team development and performance. A tool you can use to synchronize team members and the processes that move them through predictable stages of team development. Faster. More successfully.

### LEARNING OUTCOMES

- Know and understand the behaviors of effective leaders and members
- Create a vision, charter, and values for optimum performance
- Respect, honor, and trust the contributions of each team member
- Communicate effectively—verbally and non verbally
- Embrace and practice accountability
- Maximize every opportunity for success

### LEARNING DESIGN

Situational Team Leadership is a core framework of five steps employing several research-based models and strategies. Deliver the program in one day—face-to-face or virtually. Additional modules are available to expand training to two- and three-day programs 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 current teams for potential gaps and take corrective action.

#### Step 2 *Team Charter*

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

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

—Don Carew, PhD,  
Eunice Parisi-Carew, PhD, Lael Good,  
and Ken Blanchard, PhD,  
coauthors of the Situational  
Team Leadership program

# 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 then can deploy those skills within existing teams.

### **Step 4** *Situational Leadership® II*

The fundamentals of our Situational Leadership® II program are integrated to match team leadership behaviors to a team's development stage. Participants learn to analyze, diagnose, think about, 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.

#### **WHY SITUATIONAL TEAM LEADERSHIP?**

- Increases team success
- Empowers team members 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:

- Organizational Consultation
- Impact Mapping and Goal Alignment
- Diagnostic Tools and Assessments
- Custom Design and Development
- Instructor-led Classroom Delivery
- Blended Solutions (synchronous and asynchronous e-learning)
- 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 for other organizations and the options that best meet your needs.



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