

Situational Leadership

ADVANCED SKILLS FOR GUIDING AND FACILITATING PEOPLE

Powerful strategies and skills to help people managers and leaders

The ability lead people and team requires right skills; skills such as, the ability to influence, to set stretch targets, to give feedback as well as praise and recognition. The leader must be able to step back from problems and think strategically, as well as take action to find solutions.

Equinox Consultants have been pioneering group think and facilitation for the last 16 years. We have shared our extensive experience with many organizations through our innovative workshops.

The 'Situational Leadership for Results' workshop uses the powerful S.T.A.R™ Model for leadership which provides a solid framework and proven techniques for facilitating and guiding individuals and groups towards realizing their potential for performance.

This workshop is highly interactive, with activities that engage participants in the process of assessing their team strengths and areas for improvement and learning how to identify the four key functions which transform teams from just performance to high performance.

This workshop offers your leaders to learn styles which provide them best opportunity to make a significant, relevant, and lasting impact on their team.

WHO SHOULD ATTEND

Anyone who leads or manages groups or teams can benefit from the 'Situational Leadership' program. It is also for those who facilitate change.

Participants may include:

- Managers
- Business Leaders
- Facilitators
- Change agents

BENEFITS FOR PARTICIPANTS

The Situational Leadership for Results workshop is a two-day, highly experiential workshop that provides a solid foundation of leading, coaching and facilitation theory and practice.

During the workshop participants will learn to:

- Develop the skills and attitude which will enable you to lead and motivate your people
- Understand Self and the Personality
- Develop respect and sensitivity for people
- Learn to 'Listen as a buddy'
- Understand Feedback and its role in managing people and teams
- Develop openness and trust
- Anticipate and manage conflict
- Develop and sustain a culture of 'Accountability' excellence in your team
- Build a committed and highly productive team
- Develop a 'Result' oriented leadership style

Benefits for the Organization

Effective Leaders unlock the power of the individuals and show groups how to reach their desired goals. As leadership skills improve within the organization, managers become more creative and productive, and are able to drive change and derive high performance in their teams and from people.

HOW PARTICIPANTS LEARN

Participants will have numerous opportunities to practice what they've learned, and they will be encouraged to focus on real-life issues facing their organizations for immediate application. With an average student-to-trainer ratio of 10 to 1, each participant receives video feedback, private coaching, and personal attention. If needed, groups are divided by experience level, so both novices and senior leaders can improve their performance.

PROGRAM PRE-WORK

This program has no pre-work.

WORKSHOP AGENDA

Day – I	Day II
<p>Session I</p> <ul style="list-style-type: none"> • The Situational Leader <ul style="list-style-type: none"> ○ Understand Leadership Styles (using the Ken Blanchard's leadership model) ○ Development stages and use of styles in enhancing the performance • Leadership role in Stimulating Communication <ul style="list-style-type: none"> ○ Active Listening – Listen as a 'Buddy' ○ Feedback – Giving and Receiving <p>Session II</p> <ul style="list-style-type: none"> • Leadership role in building Trust <ul style="list-style-type: none"> ○ Identify what impacts trust in teams ○ Build openness ○ Developing Win:Win relationships 	<p style="text-align: center;">○</p> <p>Session I</p> <ul style="list-style-type: none"> • Leadership role in building <u>A</u>ccountability <ul style="list-style-type: none"> ○ Planning, organizing, leading and monitoring ○ Understand Managing Vs. Leading ○ Understand Delegation – using the Skill-Will matrix <p>Session II</p> <ul style="list-style-type: none"> • Leadership role in driving <u>R</u>esults <ul style="list-style-type: none"> ○ Learn to use motivational techniques ○ Align tasks and people towards stated and agreed goals • Personal Implementation Plan (PIP)

Equinox Consultants, is a 17-year-old leader in learning and performance improvement in organizations.

We help clients build the needed collaborative capability to produce extraordinary results, improve critical business processes, and create and maintain trusting and productive work relationships.

More information about Equinox Consultants is available on the company's website: www.equinox.co.in

POST TRAINING SUPPORT

Equinox has post training support systems to ensure the effective implementation and internalization of training inputs on the job and to ensure continuous learning and development. The post program support is primarily facilitated through our online collaborative learning community which includes:

- Reference documents to follow through and review learning
- 1:1 chat with facilitators to address individual needs and answer questions
- Total integration with state of the art online tools to remain up-to-date and seek help from anyone in the team, group or the community
- Learning videos, blogs and webinars for enhancing group learning
- Feedback and review 1:1 consultation with participants to identify the effectiveness of implementation, address the gaps if any and suggest continual development.

The S.T.A.R. Model™

Equinox's S.T.A.R. Model™ for High Performance, an outcome of years of application and refinement, is the backbone for most of our consulting, training and coaching services.

According to this model, the four dimensions which, can catapult any team, leadership or business to High Performance are;



- **S**timulating Communication
- **T**rust
- **A**ccountability
- **R**esults

The strength of the model, say many of our customers, is its simplicity and practicality.

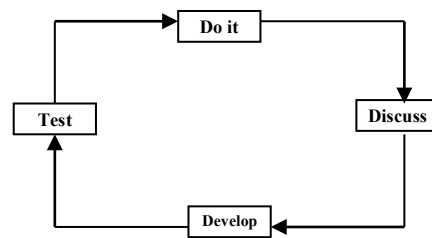
Benefits for the Organization

Truly effective teams unlock the power of the individuals and work collaboratively to reach their desired goals. As team working skills improve within the organization, people become more creative and productive, are able to break down silos, brainstorm better, enhance their group problem solving abilities, think win:win, and consistently deliver high performance.

ACTION LEARNING METHOD

Action and Experiential Learning method is what we use in our team building programs which;

- Provides a powerful medium for training managers
- Helps individuals to learn new skills and improve old ones
- Experiential in nature



The Action Learning Cycle

Action Learning - Advantages

- Reality - real problems with real consequences and real constraints
- Memorable - the experience, environment, weather and the Learning
- Quick recall of learning
- Reduced barriers to learning
- Shared experience - build bonds beyond the course itself
- Giving individuals the opportunity to plan the use of new ideas in future situations

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