



Introducing

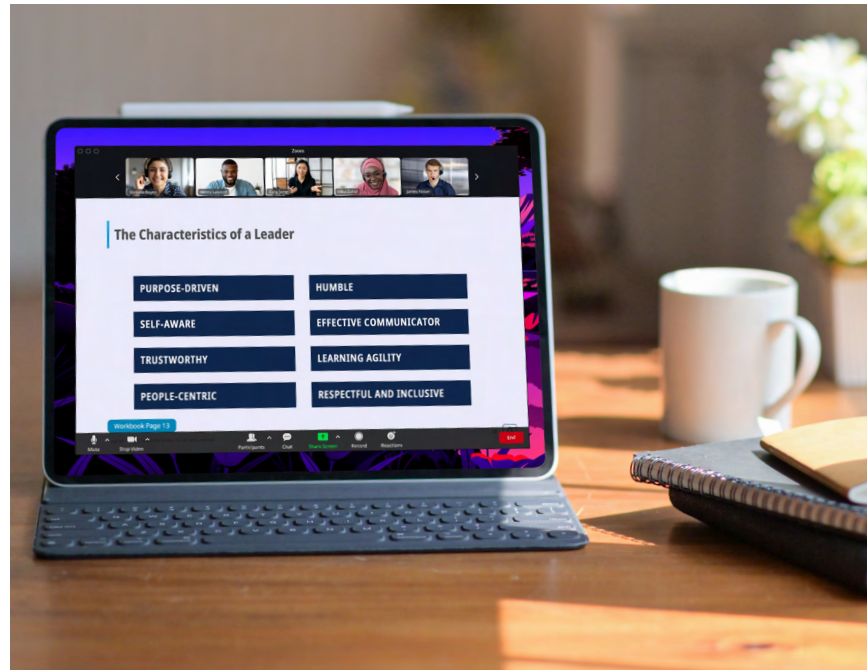
Situational Leadership® Essentials

Developing Situational Leaders through
personalized learning solutions.

A photograph of three professionals in a modern industrial or laboratory setting. On the left, a man with blonde hair and glasses, wearing a light blue shirt and dark trousers, is leaning forward with his hands on a reflective surface. In the center, a woman with short blonde hair and glasses, wearing a dark blazer over a striped shirt, is also leaning forward. On the right, a man with short dark hair and a beard, wearing a dark blazer over a light blue shirt, is leaning forward. They are all looking down at the reflective surface, which shows their reflections. The background is a blurred industrial environment with metal structures and lights.

The next generation of Situational Leadership® training.

The role of the manager is becoming increasingly complex, and adaptability is the key to organizational resilience. As the next generation of Situational Leadership® training, *Situational Leadership® Essentials* equips managers with the skills they need to pivot to meet the challenges of today and tomorrow by providing them with a strong foundational understanding of the Situational Leadership® Model.



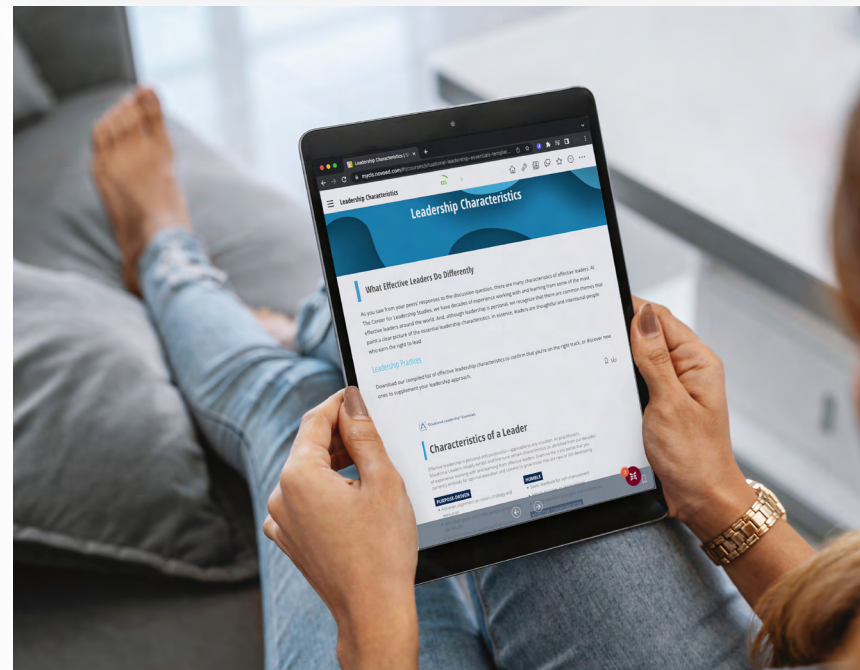
Modern

Learners today work in unprecedentedly diverse teams in a variety of environments and communication channels. As such, they need training that is **clear, relevant,** applicable and **accessible** to them when and how they need it.



Consistent

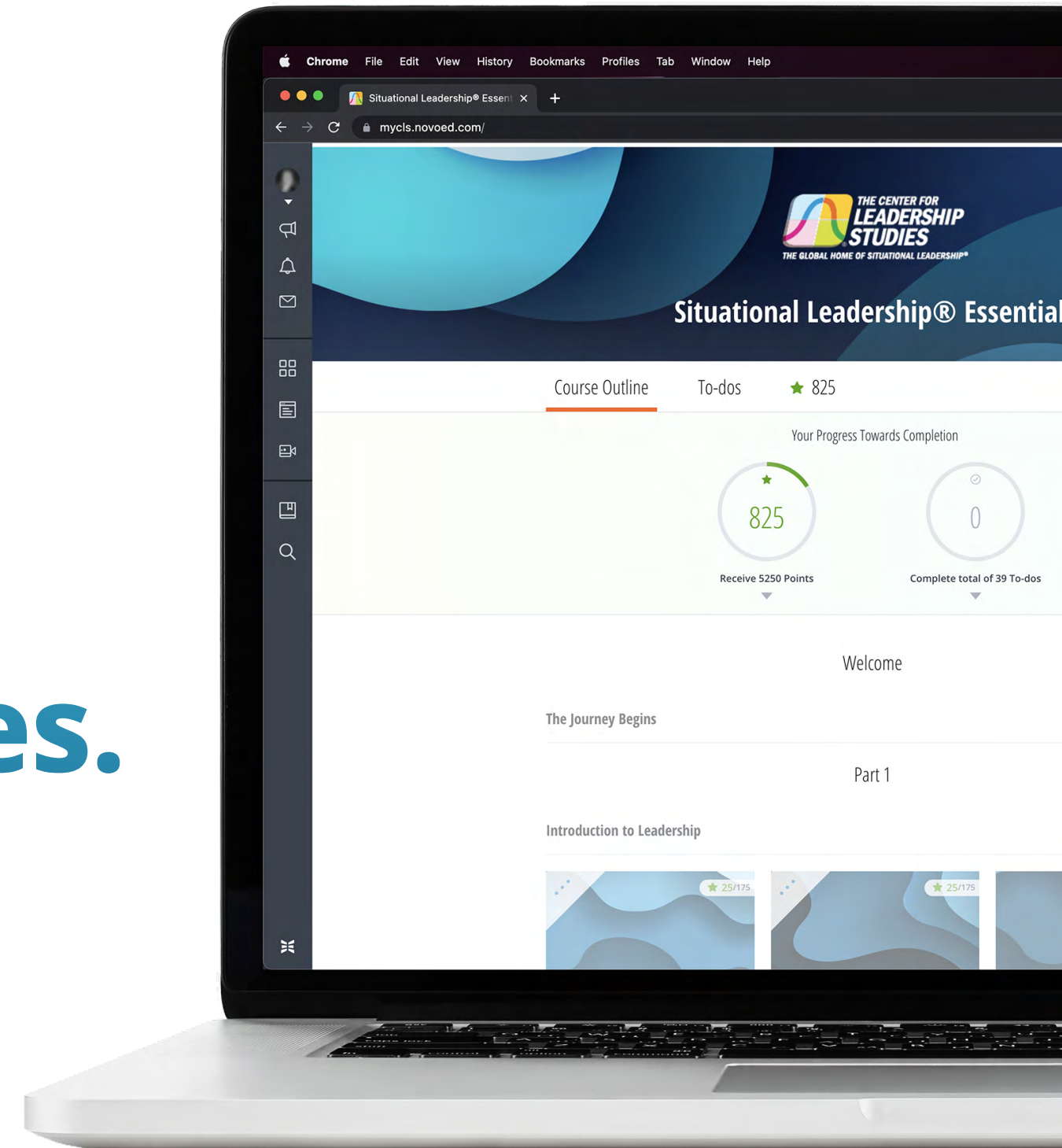
Learning objectives, outcomes, **content and materials are consistent across all modalities.** But while the content remains the same, the learning **experience is optimized to each modality.**



Flexible

Situational Leadership® Essentials provides a **single solution for your hybrid workforce,** helping you **increase the scale and speed** of your leadership training to develop more leaders in less time.

**One Course.
Four Modalities.
Infinite Possibilities.**



Learning Outcomes

Situational Leadership® Essentials teaches first-time and mid-level managers to flex and adapt their leadership style to meet the needs of others.

Achieve clarity and alignment by understanding team members' priorities and tasks and communicating expectations.

Match your leadership approach to the corresponding needs of an individual for a specific task.

Avoid underleading and overleading by recognizing that a one-size-fits-all approach to leadership is ineffective.

Respond to change by maintaining an awareness of team members' changing circumstances and performance needs.

Build trust over time by correctly diagnosing a situation, adapting to others' needs and leveraging open, two-way communication.

Learning Features

Engaging: Integrates activities with daily work and makes an immediate impact

Highly Relevant: Supports retention, reflection, practice, application and feedback

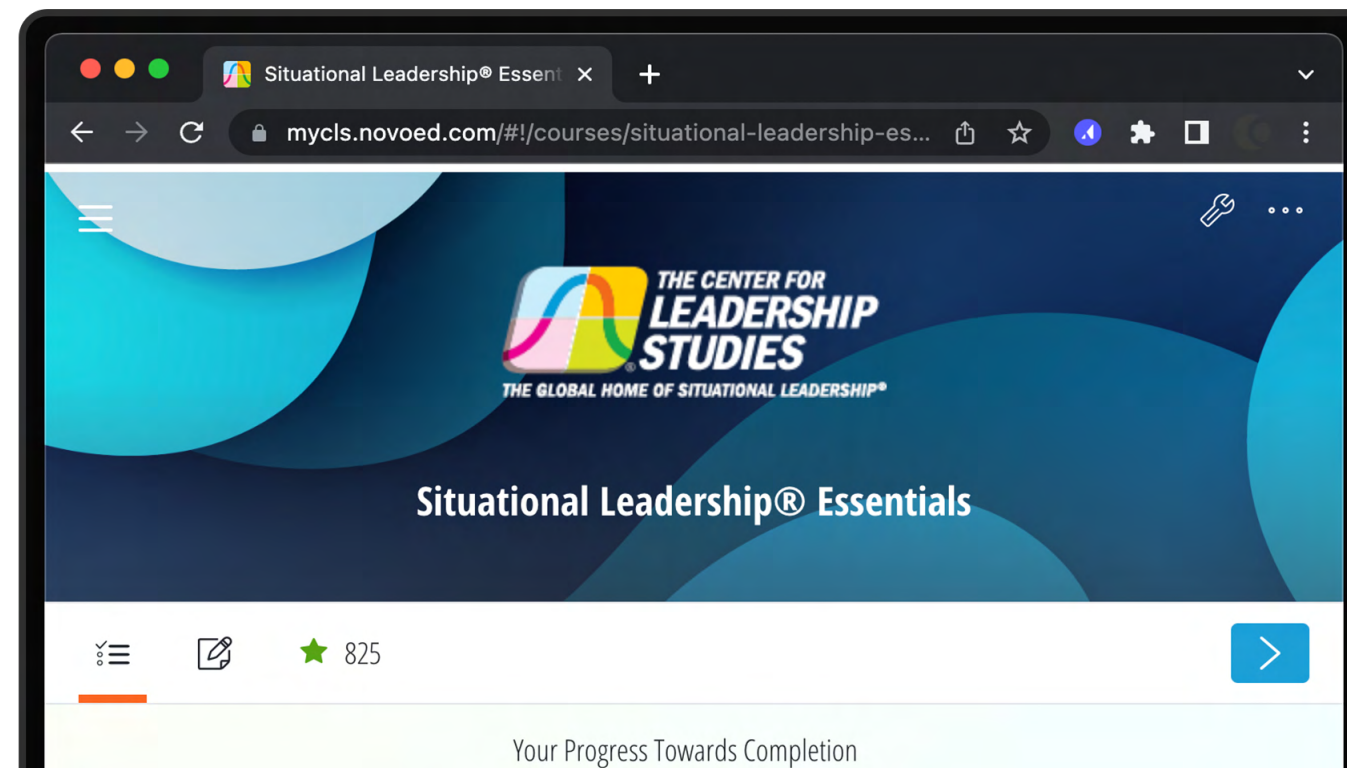
Self and 360° Assessments: Measure the current leadership behaviors of a manager

Reinforcement and Practice: Provide tools for application on-the-job

Facilitator Feedback: Supports learners with expert advice and insights

Collaborative Learning: Enables learners to share insights, feedback and encouragement with each other (cohort collaboration)

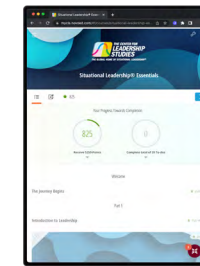
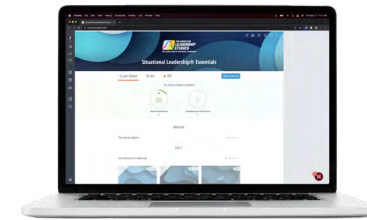
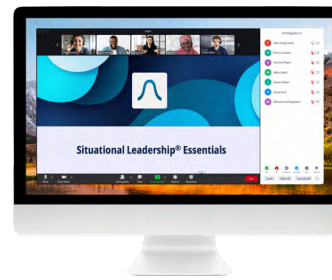
Streamlined Certification Process: Equips trainers to deliver the course across all modalities with one certification process



**Leveraging cutting-edge,
multimodal learning design,
this course enables your
leaders to build trust and
enhance critical skills that
drive results and increase
engagement.**

Learning Formats

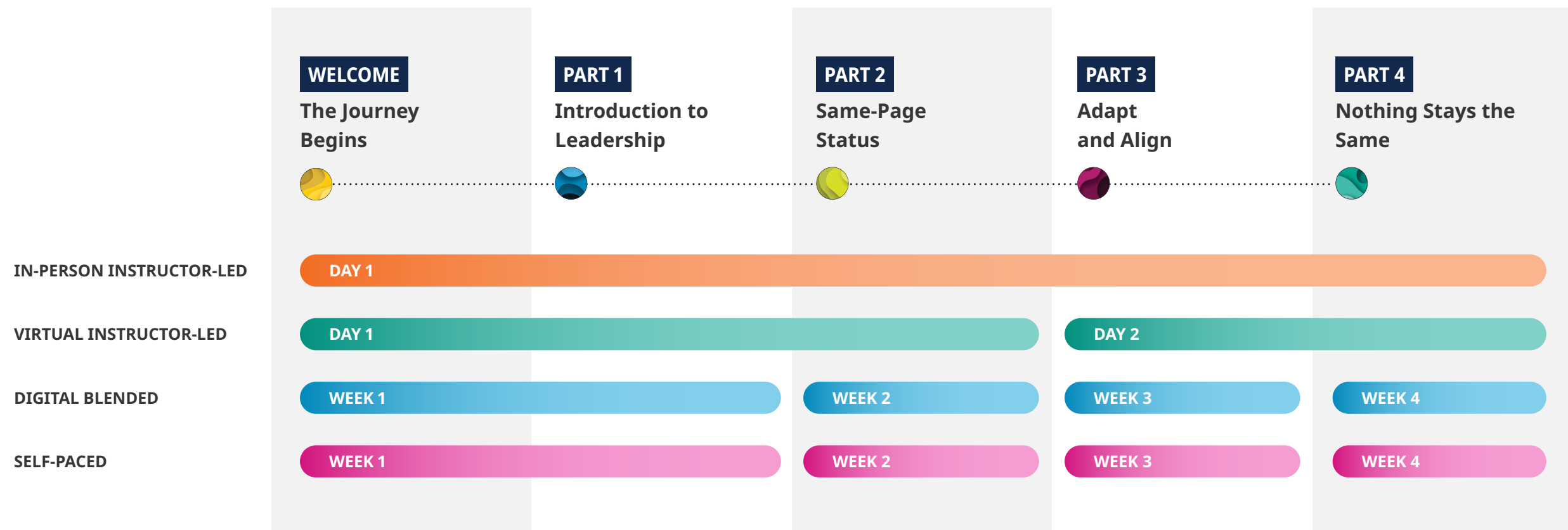
Situational Leadership® Essentials delivers consistent, high-impact learning experiences across multiple modalities to meet the unique needs of your learners.



MODALITY	In-Person Instructor-Led	Virtual Instructor-Led	Digital Blended	Self-Paced
DURATION	1 day	2 half days	4 weeks	4 weeks
SEAT TIME	8 hours	8 hours	8 hours	8 hours
LEARNING STYLE	Synchronous	Synchronous	Polysynchronous	Asynchronous
MATERIALS	Participant Workbook and handout	Digital Participant Workbook and digital handout	Digital handouts and job aids	Digital handouts and job aids

Your Learning Journey

This learning journey provides a strong foundational understanding of the Situational Leadership® Model and equips managers with the skills they need to pivot to meet the challenges of today and tomorrow.



Note: The timelines depicted in this graphic reflect the rollout recommendations by CLS.

**The most trusted leadership
model now available to meet
the needs of your specific
situation.**

Reinforcement

In addition to the course training materials, we have a robust sustainment system that gives leaders tools to help translate their experience in the classroom to the real-world work environment and begin applying their learning right away.

Action Plan

Leaders use this Action Plan to proactively clarify and organize their thoughts when responding to performers at each Performance Readiness® Level for a task.

Conversation Follow-Up Reflection

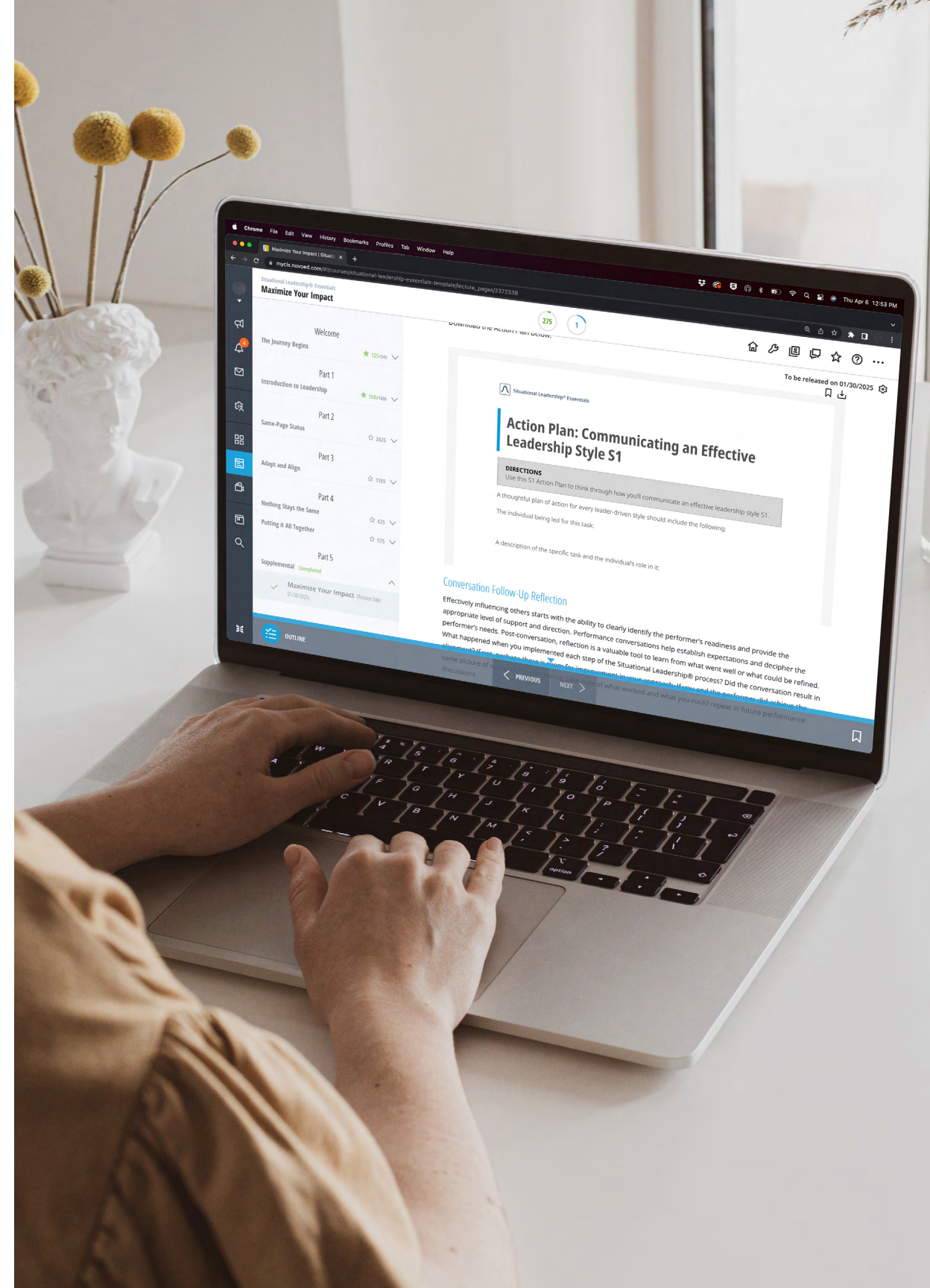
This reflection exercise asks leaders to think about how they conveyed each step of the Situational Leadership® process for a specific task in a performance conversation with their team member.

Feedback Reflection

This handout encourages leaders to examine feedback they received on their demonstration of the four leadership styles, revealing areas for improvement or validation of their efforts.

Pocket Reference Guide

This tool provides leaders with quick access to key concepts and terms from the Situational Leadership® Model when preparing for conversations designed to influence others.



What People Are Saying

"The *Situational Leadership*® *Essentials*' course provides the practical toolkit for any leader looking to synchronize their style to the needs of those they lead."

– Associate Partner

"The flexibility of the *Situational Leadership*® *Essentials*' course allows our team to match the different modalities to our training audiences while delivering a consistent message and engaging experience."

– Director of Learning & Development at a Leading Pharmaceutical Giant

"Finally, a leadership training program that delivers high-quality learning across the board."

– Director of Training at a Leading Manufacturing Organization

Participant ratings



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Winner 2023

BEST VISUAL DESIGN

Get Started Today

Public Workshop

Your leaders attend any modality of the public workshop.

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Private Workshop

Utilize one of our Certified Trainers to facilitate the virtual, digital blended or in-person course across your organization.

[Learn More](#)

Certification

Certify your internal trainer(s) to facilitate *Situational Leadership® Essentials* for your learners.

[Learn More](#)

See it for Yourself! Get a sneak peek of
Situational Leadership® Essentials
Course Preview

Register Now to Receive Access to the Course Preview!

