



Introducing

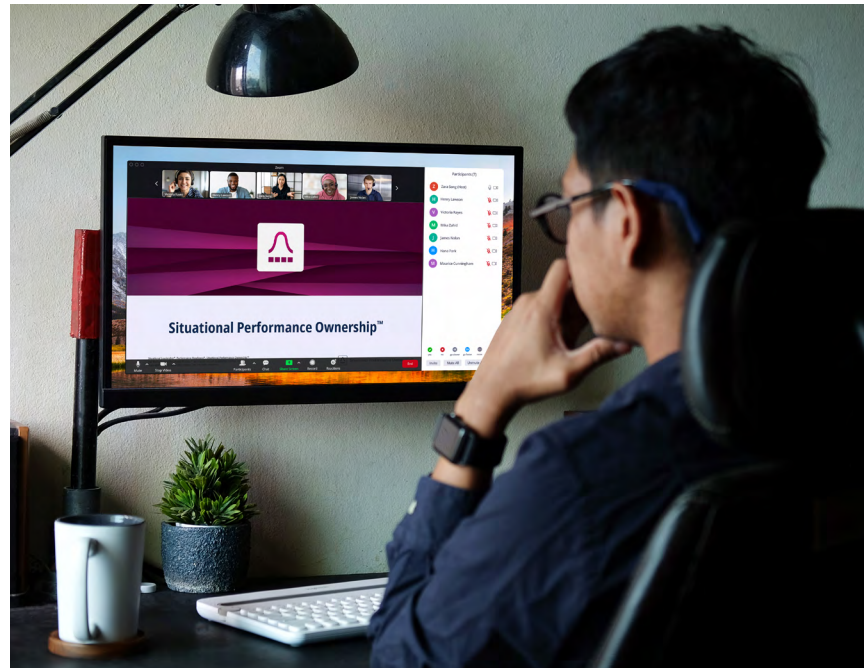
Situational Performance Ownership™

Empowering accountability through
Situational Leadership® practices



Unleash talent at every level in the organization to own their role in the leadership process

Situational Performance Ownership™ equips individuals with the skills they need to take a proactive approach to their development by applying Situational Leadership® practices to identify and communicate their performance needs. Empowering employees to initiate performance conversations and play an active role in their success and engagement creates a culture of accountability that enhances trust and delivers results.



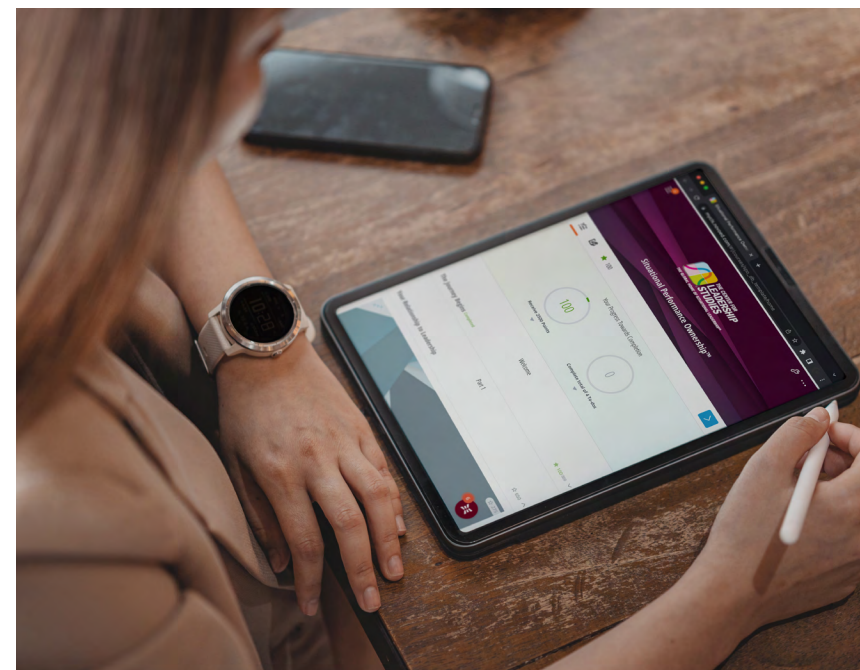
Modern

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

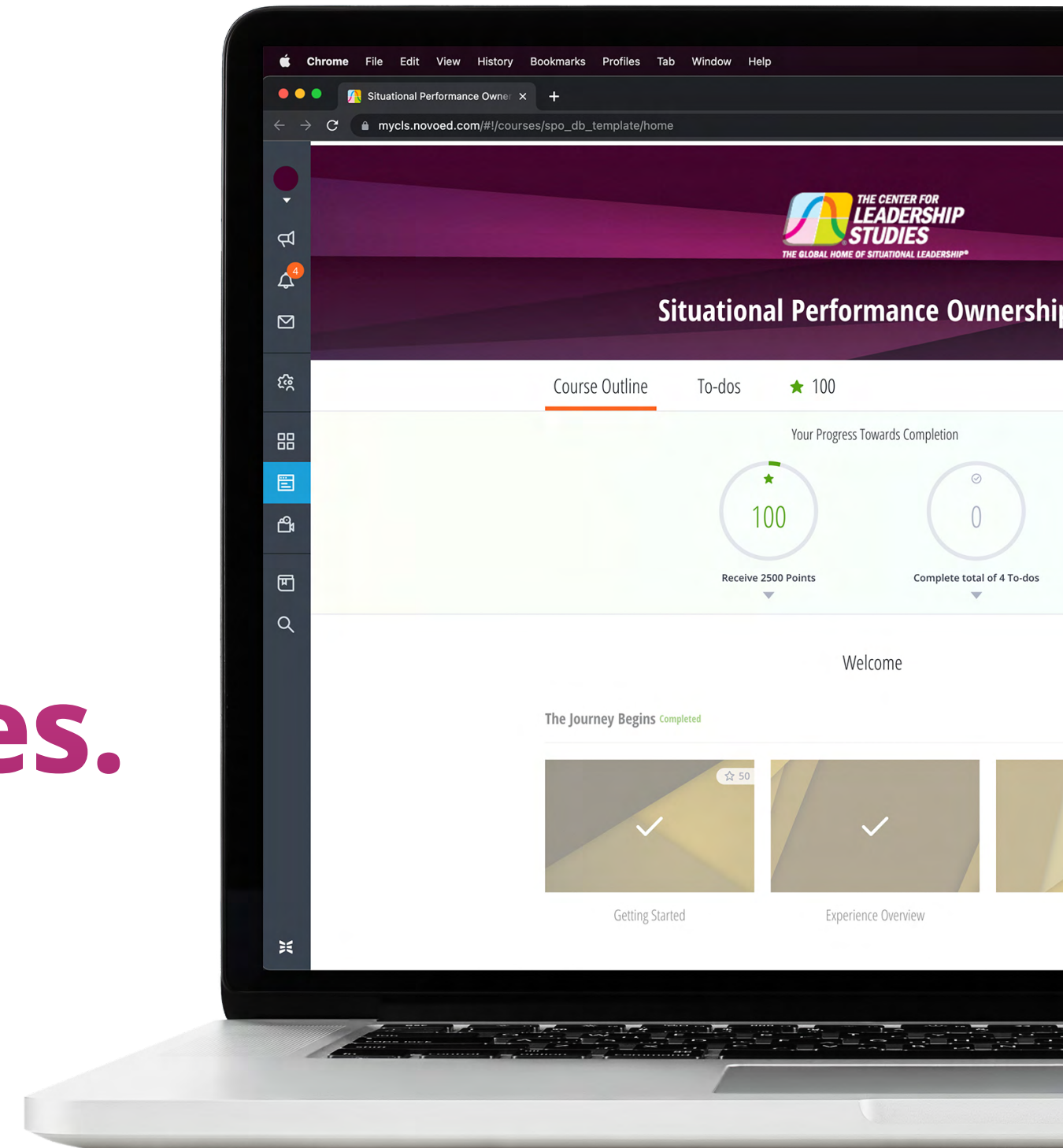
Learning objectives, outcomes, **content and materials are consistent across all modalities.** But while the content remains the same, the learning **experience is optimized to each modality.**



Flexible

Situational Performance Ownership™ 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 Performance Ownership™ teaches employees at all levels of the organization to apply the Performance Ownership Process™ to gain alignment and enhance performance and engagement.

Embrace accountability by leveraging an objective, practical framework as a road map for owning success and engagement.

Boost efficiency by reducing the time spent on rework or wasted efforts caused by misalignment and confusion.

Maximize performance using a common language to increase communication and engagement and empower your success.

Accelerate development by empowering performer-initiated conversations to advocate for support and direction.

Actively participate in clarifying expectations, addressing barriers to success, measuring progress and providing feedback.

Learning Features

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

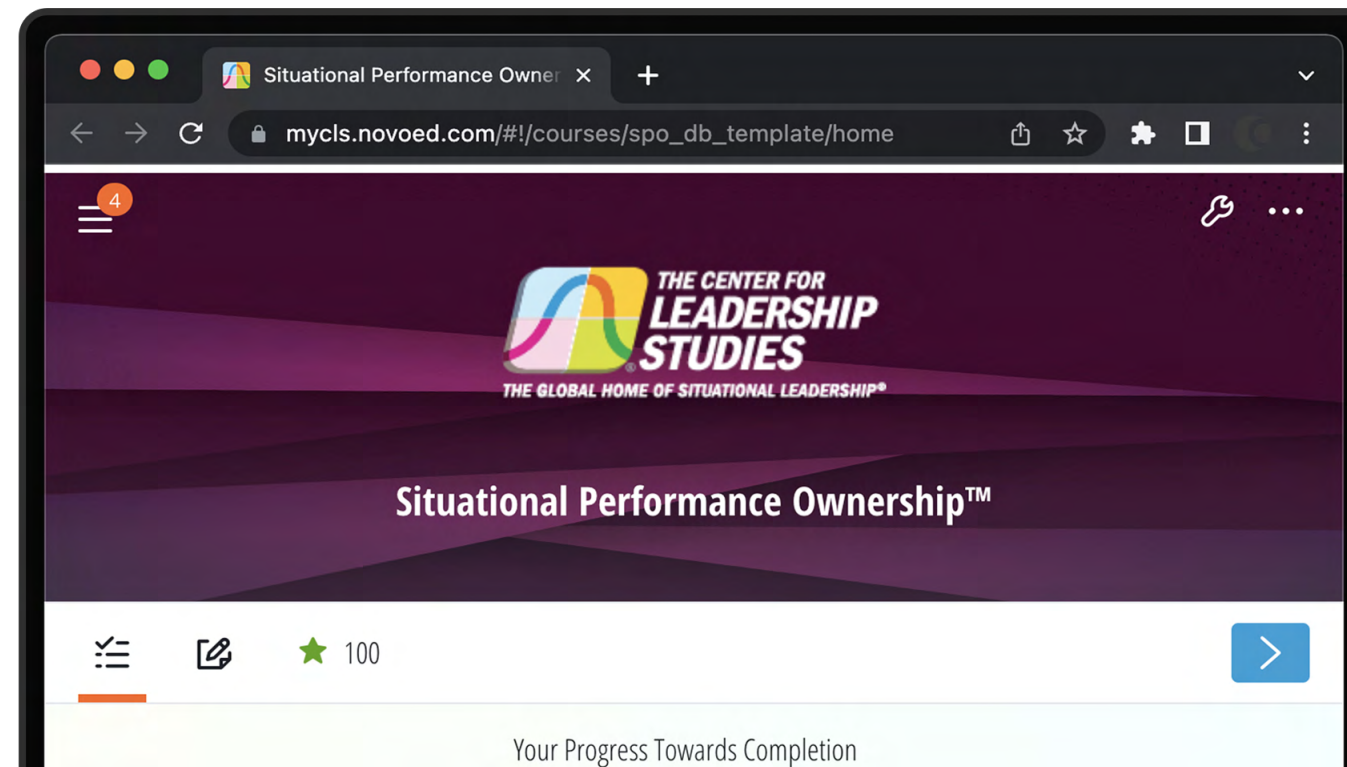
Highly Relevant: Supports retention, reflection, practice, application and feedback

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

Facilitator Feedback: Supports learners with expert advice and insights

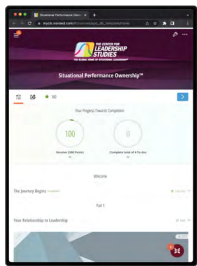
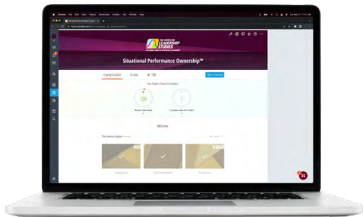
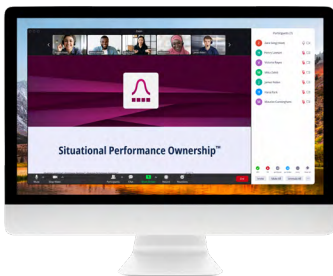
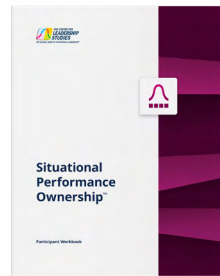
Reinforcement and Practice: Provides tools for application on-the-job

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



Learning Formats

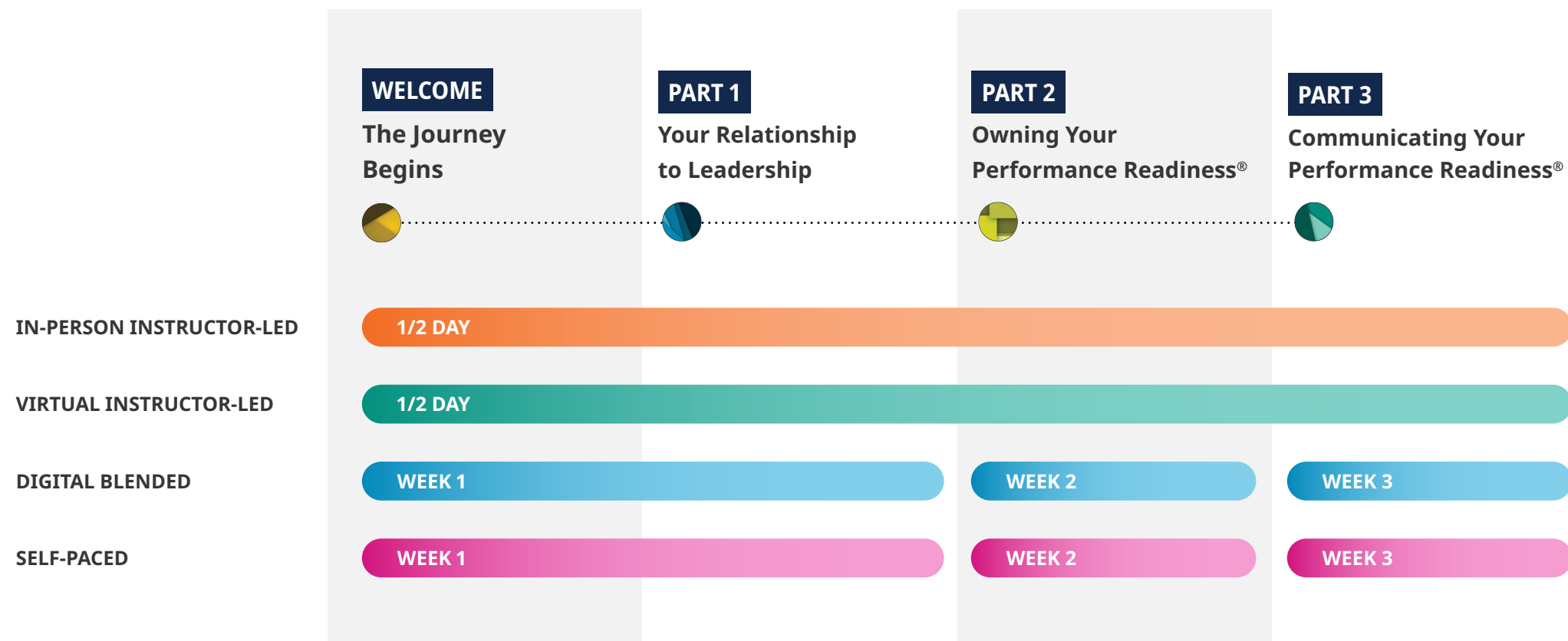
Situational Performance Ownership™ delivers consistent, high-impact learning experiences across multiple modalities to meet the unique needs of your learners.



MODALITY	In-Person Instructor-Led	Virtual Instructor-Led	Digital Blended	Self-Paced
DURATION	1 half day	1 half day	3 weeks	3 weeks
SEAT TIME	4 hours	4 hours	4 hours	4 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 guides learners through their role in their own success and engagement with the leader and how to advocate for their performance needs.



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

Reinforcement

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

Action Plan

This resource guides participants through planning for a conversation with their leader and gives practical tips and considerations to think about as they prepare.

Conversation Follow-Up Reflection

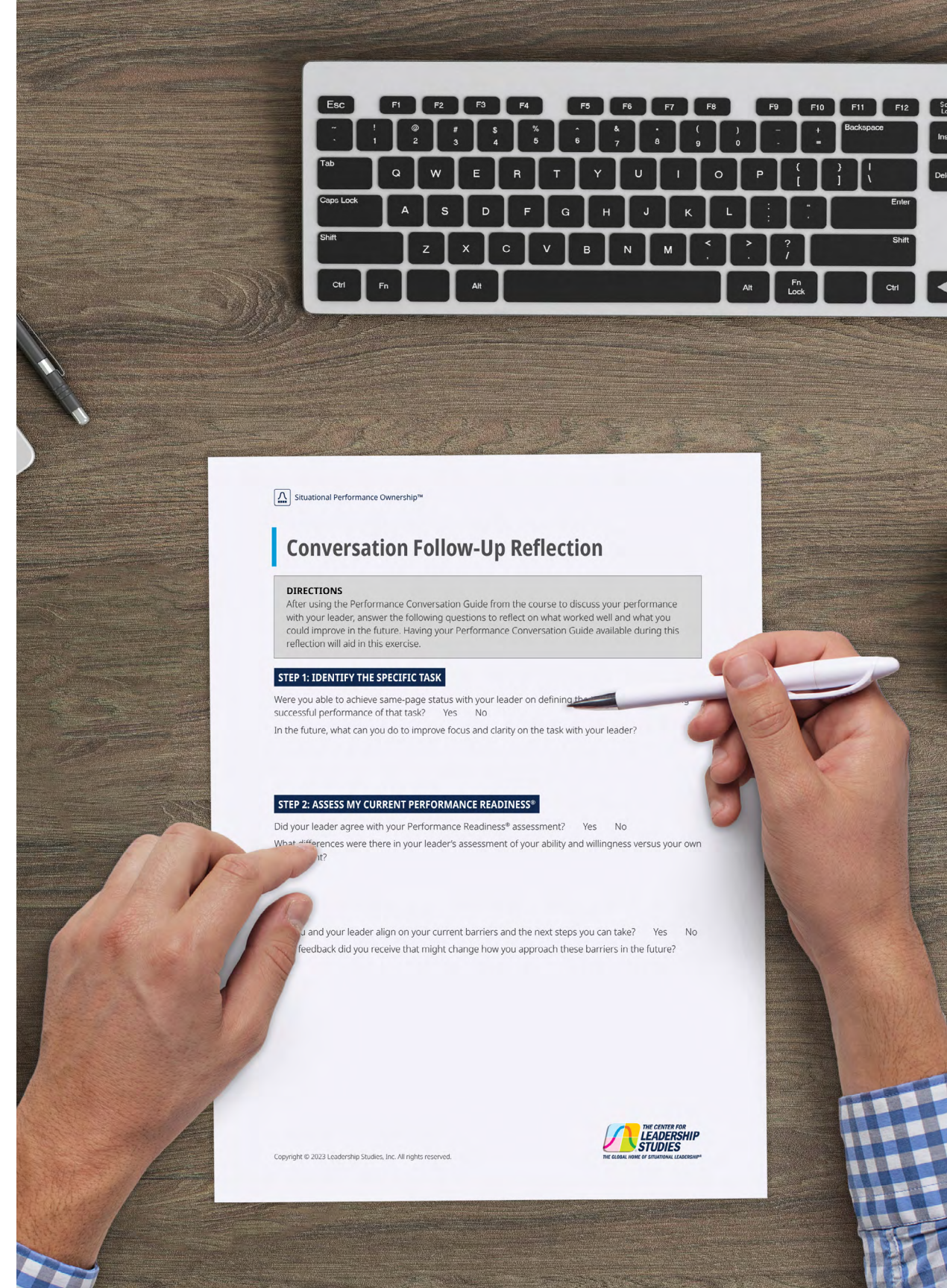
This resource asks learners to think about how they conveyed each step of the Performance Ownership Process™ for a specific task in a performance conversation with their leader.

Feedback Reflection

This handout encourages participants to examine feedback they received on their Performance Readiness®, revealing areas for improvement or validation of their efforts.

Pocket Reference Guide

The Pocket Reference Guide (PRG) provides participants with quick access to key concepts and terms from the Performance Ownership Process™.



What People Are Saying

“The program is simple and profound. I love the design, the flow and content covered—makes it easy to understand. I love the application activities and the videos, too. The whole focus is fantastic.”

– *Learning Specialist at a Leading Healthcare Organization*

“The *Situational Performance Ownership*™ course has been directly applicable to situations I’m working through with the Performance Readiness® needs of my team. Team members are demonstrating a higher level of engagement in performance discussions and offering more input on assigned tasks. Our accountability culture is growing!”

– *Manager of Customer Success Operations at a Top Technology Company*

“Since the *Situational Performance Ownership*™ course, my direct reports are taking a more active role in our discussions about their work assignments. I’ve seen their confidence grow in initiating dialogue with me, and I’ve used what I’ve learned in the course to maintain alignment with my director as well.”

– *Senior Manager of Enterprise Sales at a Top Manufacturing Organization*

“The *Situational Performance Ownership*™ course provided the necessary skills to effectively communicate my needs to my manager. Our conversations are now more productive, and I’m able to get my work done with greater efficiency.”

– *Project Manager at a Leading Pharmaceutical Company*

Get Started Today

Public Workshop

Your learners attend any modality of the public workshop.

[Learn More](#)

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 Performance Ownership™* for your learners.

[Learn More](#)

See it for Yourself! Get a sneak peek of
Situational Performance Ownership™
Course Preview

Register Now to Receive Access to the Course Preview!

