

DEVELOPING YOUR SITUATIONAL LEADERSHIP POTENTIAL



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TRAINING CENTER



Introduction

Developing Your Situational Leadership Potential builds the ability to match leadership behaviour to the person and the task in front of you. No single style works with every team member: a new hire needs direction, a capable expert needs autonomy, and a capable but hesitant colleague needs encouragement. This Developing Your Situational Leadership Potential Training Course develops that judgement through the situational leadership model and its supporting tools. Participants learn to diagnose development levels, adapt directive and supportive behaviour, and agree leadership style with each team member. Furthermore, the course covers delegation, coaching, feedback, and handling performance dips. As a result, participants leave able to lead more people, more effectively, in more situations.

Developing Your Situational Leadership Potential Course Objectives

- Apply the situational leadership model to real team situations.
- Diagnose follower development levels by competence and commitment.
- Match directive and supportive behaviour to each development level.
- Adapt leadership style across tasks, individuals, and changing conditions.
- Agree leadership style with team members using style-flexibility conversations.
- Delegate using the five levels of delegation and situational fit.
- Coach developing team members with the GROW model.
- Deliver feedback with the SBI model during performance dips.
- Apply Goleman's six leadership styles as complementary approaches.
- Build a personal plan for widening leadership style range.

Course Methodology

The course applies interactive, practice-based methods:

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- Facilitated workshops on real team development cases.
- Role-play of directive, coaching, supporting, and delegating conversations.
- Diagnostic exercises using development level assessment tools.
- Case studies of leaders who mismatched style and situation.
- Self-assessment of leadership style range and flexibility.
- Action planning that converts each technique into a leadership habit.

Who Should Take This Course

- Team leaders, supervisors, and first-line managers.
- Mid-level managers and department heads.
- Project and program team leads.
- Technical experts moving into people leadership.
- Coaches, mentors, and internal trainers.
- Professionals preparing for a leadership role.

Developing Your Situational Leadership Potential

Course Outlines

Day 1: Foundations of Situational Leadership

- Understanding the situational leadership model and its origins.
- Reviewing task behaviour and relationship behaviour.
- Distinguishing leadership style from personality.
- Assessing your default leadership style.
- Recognizing the cost of style mismatch.
- Reviewing Goleman's six leadership styles.



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- Setting personal style-flexibility goals.

Day 2: Diagnosing Development Levels

- Assessing competence and commitment separately.
- Identifying the four development levels: enthusiastic beginner to self-reliant achiever.
- Separating task-specific confidence from general confidence.
- Diagnosing regression under pressure or change.
- Using diagnostic questions and observation.
- Avoiding premature judgement about capability.
- Diagnosing development levels in live case exercises.

Day 3: Adapting Style to Situation

- Applying directing style for low competence and high commitment.
- Applying coaching style for developing competence.
- Applying supporting style for variable commitment.
- Applying delegating style for high competence and commitment.
- Flexing style within a single conversation.
- Recovering from mismatched style and rebuilding trust.
- Practising style adaptation in role-play.

Day 4: Delegation, Coaching, and Feedback

- Applying the five levels of delegation situationally.
- Coaching with the GROW model.
- Delivering feedback with the SBI model.
- Handling performance dips without damaging motivation.



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- Setting expectations with SMART goals.
- Managing high performers who need challenge.
- Building a coaching and delegation routine.

Day 5: Sustaining Flexibility and Leading Through Change

- Diagnosing style needs during change and uncertainty.
- Supporting teams through reorganization or new systems.
- Building team capability so delegation becomes possible.
- Managing your own stress and default reactions under pressure.
- Seeking feedback on leadership style from team members.
- Reviewing leadership style range with reflection.
- Finalizing a personal situational leadership action plan.

Conclusion

By successfully completing Developing Your Situational Leadership Potential, participants will have acquired practical knowledge of the situational leadership model, development level diagnosis, style adaptation, delegation, and coaching. They will have gained skills in leadership style flexibility, development diagnosis, situational delegation and coaching, and performance feedback, plus a personal action plan. Gentex Training Center designed this program to help leaders respond to people as individuals.

FAQs





Q1 What is the "Developing Your Situational Leadership Potential" course about?

It teaches leaders to adapt their style to the person and task. Participants study the situational leadership model, development level diagnosis, directive and supportive behaviour, delegation levels, coaching, and feedback during performance dips.

Q2 What are the key benefits of the "Developing Your Situational Leadership Potential" course?

Participants gain more effective leadership across different team members, better use of delegation, and more confident handling of performance dips. Teams also receive the direction or autonomy they actually need, which raises both motivation and results.

Q3 What skills will I gain from the "Developing Your Situational Leadership Potential" course?

You will develop four core skills: leadership style flexibility, development level diagnosis, situational delegation and coaching, and performance feedback and expectation setting.

Q4 What tools, methods, or standards are covered in the "Developing Your Situational Leadership Potential" course?

The course covers the situational leadership model with task and relationship behaviour, the four development levels, style-flexibility conversations, Goleman's six leadership styles, the five levels of delegation, the GROW coaching model, the SBI feedback model, and SMART goal setting.

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Q5 How is the "Developing Your Situational Leadership Potential" course applied in real-world practice?

Participants apply the methods to live leadership situations, such as diagnosing a new team member's needs, choosing when to direct and when to delegate, coaching someone through a skills gap, and giving feedback on a performance dip. Each module ends with an action commitment, so learning transfers directly into daily leadership.

