



PST TRAINING (PTY) LTD

PST Training (Pty) Ltd

Physical Address: Montrose Place, 2nd Floor, 2 Bella Rosa Street, Rosenpark, Bellville, 7500

Phone: 021 914 0850

Cell: 082 894 6643

Email: info@psttraining.co.za

Situational Leadership

Overview

The Situational Leadership course provides a comprehensive introduction to adaptive leadership, equipping participants with the skills to modify their leadership style based on team maturity and situational needs. The course covers key topics such as the difference between management and leadership, leadership styles, personality dynamics, and the principles of effective leadership. Participants will explore how to apply four leadership styles – Directing, Coaching, Supporting, and Delegating – in practical scenarios to enhance team performance and drive organisational success.

Objectives

On completion of this course, delegates will be able to:

- Understand the key differences between management and leadership.
- Identify and apply various leadership styles in diverse contexts.
- Apply the principles of Situational Leadership effectively.
- Assess team dynamics and adapt leadership approaches accordingly.
- Improve decision-making and problem-solving capabilities through adaptive leadership.

Course Prerequisite

Ability to read, write and understand English

Language of Delivery

English

Delivery Methods

Course is facilitated by a competent subject matter trainer who utilises a combination of the following techniques to ensure that the session is practical and experiential:

- Discussion
- Role Play
- Exercises & Case Studies
- Videos & Slide Shows
- Games & Group Activities
- Written Questions

Who should attend?

This course is ideal for:

- Managers and Supervisors
- Team Leaders
- Project Managers
- HR Professionals
- Aspiring Leaders
- Executives and Senior Leaders

Course Outline

This course consists of the following 5 modules

Module 1	Management vs. Leadership • Definitions and distinctions: management vs. leadership • Core functions of management (planning, organising, controlling) • Key aspects of leadership (influence, vision, motivation) • The paradigm effect and shifting perspectives • Group discussion: how participants perceive managers vs. leaders in their own organisations
Module 2	Leadership Styles • Introduction to leadership styles • Review of 8 leadership styles (Directive, Coaching, Supportive, Delegative, Participative, Transformational, Transactional, Laissez-Faire) • When to use each style for maximum effectiveness • Advantages and limitations of each style • Case study analysis: identifying leadership styles in real-world scenarios
Module 3	Principles and Personality Dynamics in Leadership • Core principles of effective leadership: accountability, integrity, empathy, communication • Building trust and credibility as a leader • Understanding personality types and their influence on leadership • Pros and cons of different personality types in leadership roles • Self-assessment activity: discovering your personality type and adapting your leadership approach

Module 4	Situational Leadership Model • Introduction to the Hersey-Blanchard Situational Leadership Model • Adapting leadership style to team maturity and situational needs • The four situational styles: Directing, Coaching, Supporting, Delegating • Essential skills for situational leaders: flexibility, decision-making, emotional intelligence, communication • Role-playing exercises: applying situational styles to team scenarios
Module 5	Applying Situational Leadership in Practice • Discovering your situational style, profile, and leadership footprint • Adapting leadership for new employees, peers, and long-serving staff members • Real-world applications of the Situational Leadership Model • Practical group scenarios: problem-solving and team leadership simulations • Strategies for continuous leadership development

Additional Information

Duration	1 Day	
Includes	• Comprehensive Training Manual • Lunch & Refreshments (not applicable to on-site / online training)	• Electronic Certificate (on successful completion of the course) • Electronic Delegate Feedback Questionnaire