



PST TRAINING (PTY) LTD

# PST Training (Pty) Ltd

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## 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

- Understand the key differences between management and leadership
- Identify and apply various leadership styles
- Applying the principles of Situational Leadership
- Develop the ability to assess team dynamics
- Improve decision-making and problem-solving capabilities

### Course Prerequisite

None

### 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/DVD's; Games, Slide Shows & Written Questions.

### Who should attend?

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

### Course Outline

This course consists of the following 7 modules	
<b>Module 1</b>	<b>Management vs Leadership:</b> Definition of Management and Leadership; Core functions of management (planning, organising, controlling); Key aspects of leadership (influence, vision, motivation); Key Differences between Managers and Leaders; The Paradigm Effect; Activity: Group discussion on how participants perceive managers vs leaders in their organisation
<b>Module 2</b>	<b>Leadership Styles:</b> 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; Activity: Case study analysis – Identifying leadership styles in real-world scenarios
<b>Module 3</b>	<b>Principles of Leadership:</b> What are Principles?; Core Principles of Effective Leadership; Accountability, Integrity, Empathy, Communication; Building Trust and Credibility as a Leader; Strategies to earn respect and influence within teams; Activity: Group reflection – Sharing experiences of leaders who embody strong principles
<b>Module 4</b>	<b>Personality Dynamics and Leadership:</b> Understanding Personality Types in Leadership; How personality influences leadership approach; Personality Types: Pros and Cons of each Personality Type; Discovering your Personality Type; Adapting Leadership Styles to Different Personality Types; Matching leadership to individual team members' personalities; How this can impact on Leadership; Practical Exercise: Self-assessment of personality types and how they influence leadership style
<b>Module 5</b>	<b>Situational Leadership - Styles and Skills:</b> What is Situational Leadership?; Overview of Hersey-Blanchard Situational Leadership Model; Adapting leadership style based on team maturity and situation; Four Situational Leadership Styles; Directing, Coaching, Supporting, Delegating; Skills Required for Situational Leadership; Flexibility, Decision-making, Emotional Intelligence, Communication; Activity: Role-playing different leadership styles in varied team maturity scenarios
<b>Module 6</b>	<b>Discovering your Situational Style / Profile / Foot Print:</b> Activity: Practical Exercise
<b>Module 7</b>	<b>Situational Leadership Model:</b> Application: Considering the Team; Dealing with New People / Friends / Long Serving Persons; Scenarios and Application

### Additional Information

<b>Duration</b>	1 Day	
<b>Includes</b>	<ul style="list-style-type: none"> <li>• Comprehensive Manual</li> <li>• Lunch &amp; Refreshments (not applicable to on-site &amp; online training)</li> <li>• Electronic Certificate (on successful completion of the course)</li> </ul>	<ul style="list-style-type: none"> <li>• Electronic Trainer Feedback Report</li> <li>• Electronic Delegate Feedback Questionnaire</li> </ul>