

# Impactful Situational Leadership

## **Program Objectives**

This two-days' workshop will help participants to:

- Know what leadership is and how to wisely use the different sources of power.
- Acquire the knowledge and skills needed to analyze every situation and use the appropriate matching leadership style to effectively influence others.
- Be able to energize and sustain subordinates' behaviors to make things happen.

Through:

- Understanding what leadership is.
- Knowing the sources, types of power and how to use them wisely.
- Recognizing the differences between a leader and a manager.
- Realizing how to communicate leadership.
- Understanding different leadership theories with special emphasis on situational leadership.
- Comprehending how to assess the situation and accordingly use the appropriate leadership style.
- Getting introduced to different theories of motivation and how to apply them in life - situations.
- Identifying the 'five musts' of motivation.
- Understanding how to delegate to motivate.

## **Introduction and Course Overview**

The first part of the day, we will work on getting to know participants and discussing what will take place during the workshop. Participants will also have an opportunity to identify their personal learning objectives.

## **Definition of Leadership**

In the first part of the program, we will focus on defining leadership and know why organizations need leaders.

## **Sources of Power**

This session will clarify the different sources and types of power and when and how to wisely use power to influence others.

## **Difference Between a Leader and a Manager**

Knowing the differences between a leader and a manager, participants will know when they have to act as leaders and when to act as managers.

## **Communicating Leadership**

Participants will know what skills are needed to be able to communicate and be perceived as leaders.

## **Leadership Theories**

Here, we will introduce the participants to some leadership theories and discuss their applicability in day-to-day business.

## **Situational Leadership**

In this core part of the program, we will define situational leadership and what a situational leader does. Participants will know how to assess the situation based on competence (skill)

and commitment (willingness) and accordingly know when to direct, coach, support or delegate in order to best influence others.

### ***Theories of Motivation***

After defining motivation, participants will get introduced to different theories of motivation and know their implications in real-life situations.

### ***Five Musts of Motivation***

In this part of the program, participants will know the 'five musts' of motivation to ensure that their attempts to motivate their sub-ordinates will be successful.

### ***Delegation***

Delegation is not only important to save time, but also a vital tool for motivation. In this session, we will cover essential aspects of delegation regarding when and when not to delegate and how to delegate to motivate.

### ***Exercises***