



Management And Leadership

The Adaptive Leader: Driving Performance with Situational Leadership®

Course Introduction

In today's fast-paced and ever-evolving business landscape, leaders are faced with diverse teams, unique challenges, and varying levels of competence and commitment from their team members. The ability to adapt your leadership style to meet these dynamic needs is a critical skill that drives organizational success.

Adaptive Leadership Bootcamp:

The Adaptive Leadership Bootcamp: Mastering Situational Leadership® for High-Impact Results provides an immersive experience where participants will learn to apply the principles of Situational Leadership® to become more effective leaders. Through practical exercises, case studies, and interactive discussions, participants will develop the skills to lead their teams with confidence, flexibility, and precision.

Target Audience

- C-Level Executives looking to enhance their leadership agility in dynamic environments
- Directors and Department Heads who manage diverse teams with varying levels of competence and commitment
- Team Leaders and Supervisors seeking practical tools to drive team performance and engagement
- HR and L&D Professionals responsible for leadership development programs within their organizations
- Project Managers who need to adapt their leadership style based on task-specific requirements and team dynamics
- Aspiring Leaders looking to build the foundation for adaptive leadership practices

Learning Objectives

- Adapt their leadership style to meet the specific needs of each team member
- Communicate expectations clearly and align priorities with team members
- Recognize when to provide more direction and when to offer more support
- Drive performance and engagement by using a whole-person approach in performance conversations
- Foster a culture of accountability and empowerment within their teams

Course Outline

• 01 Day One

Understanding the Situational Leadership® Model

- The Fundamentals of Leadership Flexibility
- The Four Leadership Styles of Situational Leadership®
- Understanding Task-Specific Leadership
- Assessing Development Levels of Team Members

Key Activity: Self-assessment of personal leadership style and development levels of team members

• 02 Day Two

Diagnosing Team Needs and Adapting Your Leadership Style

- The Importance of Diagnosing Task Competence and Commitment
- Matching Leadership Style to Team Members' Needs
- Recognizing the Risks of Overleading and Underleading
- Building Trust and Accountability Through Adaptive Leadership

Key Activity: Case study analysis on diagnosing team needs and applying the appropriate leadership style

• 03 Day Three

Mastering Situational Conversations™

- The Situational Conversations™ Framework
- Crafting Clear and Impactful Performance Conversations
- Setting Expectations and Providing Feedback
- Engaging in Developmental Coaching Conversations

Key Activity: Role-playing exercise on performance conversations using the Situational Conversations™ Framework

• 04 Day Four

Driving Performance and Engagement Through Adaptability

- Leveraging the Whole-Person Approach in Leadership
- Identifying and Overcoming Barriers to Performance
- Creating a Culture of Accountability and Ownership
- Encouraging Continuous Improvement and Growth

Key Activity: Group exercise on identifying barriers to team performance and developing strategies to overcome them

• 05 Day Five

Applying Situational Leadership® to Real-World Challenges

- Customizing the Situational Leadership® Model to Your Organization
- Managing Difficult Conversations with Confidence
- Leading Remote and Hybrid Teams Effectively
- Sustaining Behaviour Change and Performance Improvement Over Time

Key Activity: Participants develop a personalized leadership action plan to apply Situational Leadership® in their work environment

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 14, 2025	April 18, 2025	5 days	4250.00 \$	UAE - Dubai

FROM	TO	DURATION	FEES	LOCATION
Aug. 25, 2025	Aug. 29, 2025	5 days	4950.00 \$	England - London
Dec. 28, 2025	Jan. 1, 2026	5 days	4250.00 \$	KSA - Riyadh