



**DEVELOPING
LEADERS**

**EMPOWERING
FOLLOWERS**

**ENHANCING
ORGANISATIONS**

YOUR SUCCESS DEPENDS ON HOW EFFECTIVELY YOU CAN INFLUENCE OTHERS

Would you like to develop practical leadership skills that you can use every day to improve your ability to influence others?

Many leadership courses can teach specific leadership styles or strategies. But one of the keys to effectively influencing others is to understand that different people in different situations respond to different styles of leadership and influence. There is no 'one size fits all' approach.

Situational Leadership® has helped more than 10 million people in 125 countries to understand how to analyse the needs of others and adapt their influencing behaviour to be more effective.

The Australasian Centre for Leadership Studies is the only organisation in Australasia with a master trainer's license to deliver Situational Leadership®. Our training is first class and we are committed to providing each participant with individual attention and service. We offer both public programs and in-house delivery as well as train the trainer accreditation.

With the flexibility of these three different training options and a wide range of supporting products, Situational Leadership® can:

- Save you time
- Give you powerful insight into effective influence
- Help you become a more adaptable, responsive and effective manager, supervisor or team member

This brochure provides a brief outline of the three key programs we offer as public training in Situational Leadership®:

- The Core (this is the central training program in Situational Leadership®)
- Twelve O'Clock High (an interactive case study day)
- Train the Trainer

It also introduces Situational Communication™ the brand new product developed by ACLS in conjunction with the Center for Leadership Studies (USA) in a world first. Situational Communication™ extends the Situational Leadership® model into the crucial area of communication and is being launched this year by ACLS.

If you would like any further information, or to register for one of our programs, please don't hesitate to contact us. Our courses are currently available in Melbourne, Sydney, the Gold Coast and Brisbane. We look forward to providing you with the outstanding service we are becoming famous for.

AUSTRALASIA'S
ONLY MASTER
TRAINERS FOR:

**SITUATIONAL
LEADERSHIP®**

CORE

TWELVE O'CLOCK HIGH
TRAIN THE TRAINER

**SITUATIONAL
COMMUNICATION™**

CORE

TRAIN THE TRAINER



AUSTRALASIAN CENTRE FOR LEADERSHIP STUDIES

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SITUATIONAL LEADERSHIP® THE CORE

This one-day course provides participants with a sound understanding of Situational Leadership® concepts and use of the model. The course is taught with particular emphasis on hands-on experience at diagnosing situations and practical real-life applications. It is also highly interactive and focused on real workplace issues and challenges.

MODULE 1 – INFLUENCING THE PERFORMANCE OF OTHERS

The course begins by defining what leadership is: “Leadership is an attempt to influence, and effective leadership is adapting your behaviour to the performance needs of the individual or group.” The three main components of Situational Leadership® practice (diagnosing, adapting and communicating) are introduced. Being able to identify the task in each situation is the first step towards becoming an effective leader.

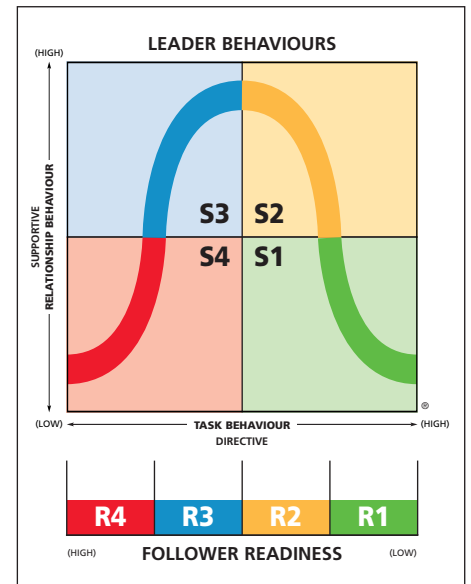
MODULE 2 – ASSESSING CRITERIA FOR PERFORMANCE

With the task clearly identified, diagnosing the needs of the individual or group becomes the next step. A person’s readiness level for a task is determined by their ability and willingness for the task. Without knowing this, effectively adapting leadership style is guesswork.

MODULE 3 – LEADER BEHAVIOUR

This module focuses on the two components of leadership style: task and relationship behaviour. Use of the LEAD Self instrument enables participants to understand their primary leadership style and the range of behaviours they tend to use. The Situational Leadership® Model is used to plot out these styles and behaviours in a clear and graphic way.

Participants are given a range of video based scenarios to help them learn how to identify readiness and understand the matching and mismatching of various leader styles in specific situations.



LEARNING OUTCOMES YOU WILL

- Develop specific skills that will assist you to identify performance needs.
- Develop the ability to select effective leadership strategies that you can use to increase your team’s productivity.
- Be equipped with the skills needed to become an effective Situational Leader.

“ I first saw the model as presented by Dr Hersey when he was teaching at Ohio University. It has withstood the test of time and serves as an anchor point from which to expand one’s knowledge base for leading others. ”

DAVE SPIRK
Corporate Manager of
Training & Development
Bausch & Lomb

TWELVE O'CLOCK HIGH

AN INTENSIVE EXPERIENCE IN THE PROCESS OF CHANGE

The Advanced Workshop in Situational Leadership®, Twelve O'Clock High (TOCH) is based on Twentieth Century-Fox's classic, award winning film Twelve O'Clock High®, starring Gregory Peck, and is designed to allow participants an opportunity to apply Situational Leadership® through a very powerful case study.

This course enables participants to translate the behavioural sciences, principles and concepts of the Core program into effective action.

Throughout the day, participants make decisions on Leadership Styles, Readiness Levels, and Performance Evaluation, as both an individual and as part of a team.

This is a great way to review and reinforce the skills and behaviours the participants learned during Situational Leadership®. The film provides a significant opportunity to learn more about leadership, motivation, performance and readiness levels. It can either be conducted as the second day of a Situational Leadership® program or utilised as a follow-up, three to six months after the initial workshop. Participants must have attended a Situational Leadership® Core program prior to participation in TOCH.

PROFESSIONAL ACCREDITATION TRAINING

The Situational Leadership® Accreditation program focuses on the achievement of both individual and organisational goals by matching styles to readiness levels. It explains the significant effects that leadership has on performance and equips leaders to improve workforce commitment through correct employee diagnosis.

Importantly, the program not only teaches participants how to increase their probabilities for success by using Situational Leadership® as a performance management process, but it will equip them to deliver this exciting and effective training.

The professional accreditation process is the final of three Situational Leadership® training days. Having built on a foundation of the Core program plus the detailed case study Twelve O'Clock High®, the train the trainer module promotes the leader as a catalyst and gives directions to improve skill application.

Through presentations and feedback, participants gain accurate understanding of all aspects of Situational Leadership®, in addition to advice on workplace application and how to tailor programs to particular needs.

Please note that additional licensing requirements do apply to the delivery of Situational Leadership® training. We recommend that you contact ACLS on 1800 657 025 to discuss these requirements before booking your place on the course.

OBJECTIVES

PARTICIPANTS WILL LEARN TO

- Recognise the use of all four leadership styles in a powerful visual drama.
- Apply Situational Leadership® techniques to common organisational issues.
- Enhance knowledge of leadership, readiness levels, and performance.
- Record and process Situational Leadership® decisions.

“Situational Leadership® is the most practical and down to earth model of influencing people that I have used. This is psychology that can be taught and used at every level of supervision and every educational level. I have personally used Situational Leadership® for most of my 30-year career as a manager and leader. I attribute a great deal of my success to it.”

TED SCHWARZBACH
Scott Specialty Gases

OBJECTIVES

PARTICIPANTS WILL LEARN TO

- Preparation for presenting content modules.
- Ensure accuracy of content delivery.
- Practise presenting program modules and gaining feedback on effectiveness.
- Experience advanced applications of Situational Leadership®.
- Explore the instrumentation available to support your training.
- Additional options for embedding the process in work settings.
- Licensing and accreditation issues.

SITUATIONAL COMMUNICATION®



Communication is central to who we are, all we do and what we achieve. But how effective is our communication? Extending the application of the Situational Leadership® model, Situational Communication™ equips participants with the insight and strategies to produce successful communication outcomes.

Situational Communication™ is an interactive workshop using supportive DVD vignettes to demonstrate how the Situational Communication™ model can help any individual to become considerably more effective in influencing others.

MODULE 1 – COMMUNICATION THEORY OVERVIEW

- The reasons we communicate
- Different types of communication
- The communication effects hierarchy
- The communication process
- A working communication model
- The skills of listening and talking

MODULE 2 – RECEIVER STYLE READINESS CUES

- Determining ability and willingness
- Diagnosing receiver readiness

MODULE 3 – THE SITUATIONAL COMMUNICATION™ MODEL STYLES AND BEHAVIOURS

- Push and Pull styles of communication
- What constitutes style?
- The Situational Communication™ model
- How the Situational Communication™ styles are applied

MODULE 4 – COMMUNICATION COMPETENCIES THAT UNDERPIN THE MODEL

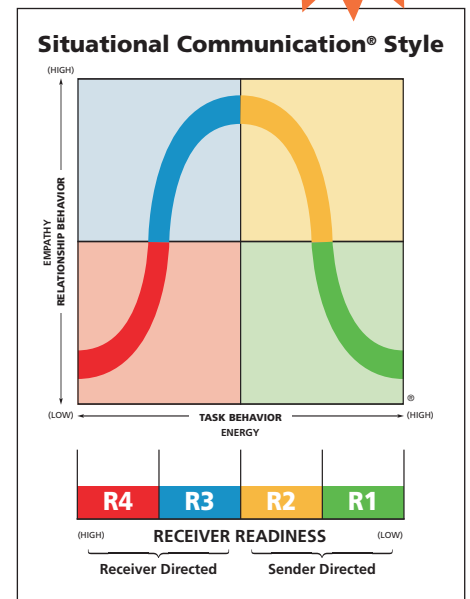
- The four talking competencies
- The four listening competencies
- Developing our communication skills

MODULE 5 – APPLYING THE SITUATIONAL COMMUNICATION™ MODEL

- Recognising different receiver needs
- Applying the right style in the right situation
- Communication case studies

This one-day program includes the following participant materials:

- Situational Communication™ workbook
- Situational Communication™ model posters
- Situational Communication™ pocket reference cue card set



LEARNING OUTCOMES YOU WILL

- Understand the principles of the communication process.
- Be more aware of others' communication needs in different situations.
- Appreciate particular communication styles and competencies that can be deployed to achieve successful outcomes.
- Identify more effective communication strategies to increase your potential to influence people successfully.



For further information please contact

AUSTRALASIAN CENTRE FOR LEADERSHIP STUDIES

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