

“The most important function of a team leader is to help the group move through the stages of development.”

—Don Carew, PhD; Eunice Parisi-Carew, PhD;
Lael Good; and Ken Blanchard, PhD



SITUATIONAL TEAM LEADERSHIP

Optimize team performance

Congratulations! You've been selected to participate in an important business initiative or task force in your organization. Your boss tells you that your leadership will be needed on this cross-functional team. You're pleased about being selected. Then reality sinks in. You realize that this could mean spending a lot of time with people you don't know very well, who don't report to you, and who may have competing agendas. These colleagues all have different styles of communication. Different functional skills. And a different stake in the success of this team.

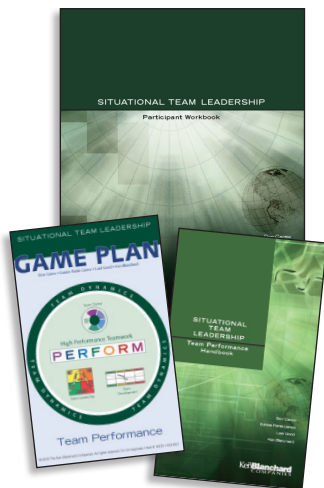
It happens all the time. A diverse group of individuals are thrown together to accomplish a business goal, sometimes to define and make recommendations about what to do next—and what *you* do next will have a huge impact on your team's success. You can ensure success with Situational Team Leadership. This program is a unique process for team development and performance. A tool you can use to synchronize team members and the processes that move them through predictable stages of team development. Faster. More successfully.

LEARNING OUTCOMES

As a result of this workshop, you will learn to apply the Team Performance process to

- Benchmark a team against high-performance teams
- Create a team charter
- Diagnose team development stages
- Match leadership behaviors to a team's development needs
- Use appropriate strategies for team development

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WHO SHOULD ATTEND?

Leaders, internal coaches, and Human Resource professionals who have the responsibility for achieving business goals through more effective teamwork

PROGRAM FORMAT

Situational Team Leadership is a core framework of five steps employing several research-based models and strategies. Deliver the program in one day, face-to-face or virtually. Additional modules are available to expand training to two- and three-day programs for specific reinforcement and sustainability.

Step 1 PERFORM Model: The first step in the process teaches participants how to identify the characteristics of high-performance teams, assess current teams for potential gaps, and take corrective action.

Step 2 Team Charter: Introduces the Team Charter—a template for documentation of goals, assignments, and accomplishments. Through this process, participants learn how to build and maintain a team structure.

Step 3 Team Development: We identify and describe the five stages of team development. Participants are taught to diagnose the characteristics and needs of any team, and then can deploy those skills within existing teams.

Step 4 Situational Leadership® II: The fundamentals of our Situational Leadership® II program are integrated to match team leadership behaviors to a team's development stage. Participants learn to analyze, diagnose, think about, and apply leadership concepts effectively in any situation.

Step 5 Tools for Team Leadership: The final step imparts team dynamics and strategies for higher performance and continued success.

Sustainability Options (after STL Training) for ongoing measurement of your team's progress. Periodically assess your team's performance by completing:

- **The Team Performance Assessment** 90 days to 6 months from the initial sessions to gauge progress. This is a team assessment for measuring the stage of team development against the PERFORM Model. It assesses the strengths and weaknesses of the team, the stage of development, and the appropriate leadership style required, and establishes a foundation for action planning.
- **The PERFORM Rating Scale** as a follow-up 90 days to 6 months after the Team Performance Assessment Profile to provide more in-depth prescriptive information about the team. This tool assesses team members' individual and collective perceptions of how often the 7 PERFORM characteristics of a high-performance team are displayed on their team. It also identifies which areas of strength need to be reinforced and which areas for development need to be enhanced.

Situational Team Leadership is a well-researched framework to increase team performance, empower teams to work more effectively together, and help improve productivity and morale.

For more information, please contact your Blanchard Sales Associate.

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