

# RWK Enterprises Inc

## Situational Leadership II® Workshops

Are your company's leaders prepared to bring out the best in your employees? When the most talented, hardest working or most tenured individual gets the promotion to a supervisory position, there can be little or no preparation for the new task at hand. These leadership training programs educate the individuals and properly prepare them to lead effectively and efficiently. These training courses were developed by Blanchard Training and Development, an internationally accepted expert in the leadership training arena. The Leadership Bridge combines the Situational Leadership® II model very cleverly with the [Myers-Briggs Type Indicator](#)®. RWK Enterprises has chosen to deliver these programs for their history of accuracy, effectiveness and excellent reputation. Using these powerful modules, a specific training program can be tailored to the needs of your management team.

### SITUATIONAL LEADERSHIP® II

This two day course presents the three skills of Situational Leadership® II - Diagnosis, Flexibility, and Partnering for Performance. It teaches participants how to diagnose the developmental level of their employees, based on Competency and Commitment, and how to select the appropriate leadership style, Directing, Coaching, Supporting, or Delegating, for each situation they manage. Participants learn to see every interaction with every employee as an opportunity to positively impact performance. Each participant completes a Leadership Behavioral Analysis instrument that will illustrate the Leader's current Style Flexibility and Effectiveness. This tool helps the leader understand where to focus self development energy. Situational Leadership® II provides every level of leader in the organization with a easy to use model that lends itself to improved leadership behaviors and improved communications with the follower employee.

As a follow up session, the organization can elect to perform a "360" leadership analysis of leaders who have attended the SLII® workshop. This will provide the leader with feedback from peers, their supervisor, and staff members to learn how others view the leader's style, flexibility and effectiveness.

### THE LEADERSHIP BRIDGE

The Leadership Bridge (Situational Leadership® II and the Myers-Briggs Type Indicator®) is presented in five modules over two days. Participants must have a working knowledge of both theories. The program is meant to review and merge both concepts. **Module 1.** Introduction and Training Overview. This module presents the goals and objectives of the entire program. **Module 2.** Review of Situational Leadership® II. Provides a basic overview of the SLII® styles and the four quadrant SLII® model and reviews the importance of leadership flexibility. **Module 3.** Review of the MBTI Personality Type and Temperament Theories. Reviews the individuals MBTI Type, explains how Type and Temperament relate, and shows how to apply Type and Temperament concepts to teams and organizations in addition to individuals. **Module 4.** Integrating SLII® and MBTI® Concepts. Presents key concepts needed to integrate the two theories in adapting leadership behaviors, explains how to use the concepts for performance evaluation, goal setting and task assignment, and demonstrates how to use the appropriate leadership behaviors with *type-alike* and *type-different* teams. **Module 5.** Action Planning for Work and Training Summary. Provides the forms and direction for developing an individual action plan for applying the concepts to your work setting.