



## **ADAPTIVE LEADERSHIP (1 DAY)**

### **A Specialised Kwelanga Training Programme**

#### **INTRODUCTION**

**“It is not enough to describe your leadership style or indicate your intentions. A Situational Leader assesses the performance of others and takes the responsibility for making things happen.” ~ Hersey**

The aim of the **Adaptive Leadership** skills course is to build on current leadership abilities. It will help all managers and leaders to address individual developmental needs and so influence and motivate their staff to achieve exceptional performance.

This workshop increases your awareness of your current leadership style and abilities. You will also appreciate the impact that your leadership style has on those who work with you and also help you to identify and adapt to the style required by individual staff members to meet their performance needs. The need to select influencing behaviours, that are appropriate to the situation, are explored.

Performance gaps are evaluated so as to define the task and psychological maturity level of subordinates and place them at the correct level of Adaptive Leadership intervention.

#### **REFERENCES**

***“I managed to identify gaps in my leadership style. I will delegate and communicate more to have an effective team.”***

***“I was highly improved or was made aware of leadership styles – more knowledge, to deal with problems.”***

***“Managing people will be much easier now! Thanks Lisa!”***

#### **WHAT THIS COURSE CAN DO FOR YOU...**

- Understand management of organizational behaviour
- Empowering yourself by adding to your management skills toolbox
- Developing people skills - maximising effective communication
- Identifying and adapting to different Personality Types
- Implementing skills and strategies to improve performance.

## TARGET AUDIENCE

This course is designed for individuals who supervise, manage, lead and coach others and develop talent as part of their daily responsibilities and want to increase their leadership impact by matching their style to individual employee potential. Those who may be leading others in the future and wish to grow and improve their skills are also included.

## COURSE CONTENT

### Introduction

- Pre-course Adaptive Leadership Assessment

### Developing Leadership

- Exploring the Theory of Hersey and Blanchard's Situational Leadership Model
- Understanding your preferred style of leadership
- Diagnosing the task and psychological maturity of subordinates
- Applying the model to improve work place behaviour
- Adaptive Leadership and different Personality Types

### Addressing Performance Effectively

- Performance Gap Analysis
- Using the Behaviour Triangle to address objective vs outcome.
- Ability vs. Motivation issues addressed
- Applying the Performance Analysis Matrix

### Practical Application

- Case studies
- Work place application

### Personal Accountability & Commitment Plan

## TRAINING APPROACH

The primary objective of our training is to ensure that the knowledge acquired is applied successfully, adding real value and **making a visible difference to work performance** in the business environment. The courses have a strong focus on an outcomes based approach and are facilitated on a highly interactive basis encouraging active delegate participation using:

- Role plays
- Break-away sessions
- Relevant business exercises
- Presentation
- Demonstrations
- Questionnaires
- Discussion activities and
- Case studies

High emphasis is placed on learning through 'doing' where learners are presented with real life and workplace case studies ensuring delegates develop knowledge and confidence to take their enhanced skills back into the business environment and apply them successfully. The group leaders are trained to create a comfortable atmosphere where delegates can evaluate themselves and their skills, generate ideas and solutions to problems and plan suitable growth in the workplace.

## POST COURSE ASSISTANCE

### “Contact the Coach” – Bridging Learning for Business Results

We offer a continued learning relationship providing FREE access to post course support to embed the knowledge gained. Our advisors are subject matter experts in each area of specialisation. Delegates can “Contact the Coach” for support, information or assistance with additional questions regarding the application of theory covered during the course.



### Personal Accountability & Commitment Plan

Kwelanga is determined to promote and encourage accountability and behaviour change once delegates return to the work place. A Personal Accountability & Commitment Plan is therefore included in each course presented.

Facilitators will guide delegates through the recording of action plan items and will encourage them to show their Personal Post Course Accountability & Commitment Plan to their up-line on their return to work so accountability is created. This tool will also be useful for monthly one-on-one development discussions.

### On-Line Knowledge Hub

All delegates attending Kwelanga Training courses have **FREE** access to post course on-line resources. Up-to-date, convenient and easily accessible information, relevant to the programme attended, is available. Tools include case studies, articles, exercises and other valuable information which will reinforce course content and assist in transferring knowledge and skills to the workplace.



## OUR COMMITMENT TO YOU ...

### *Kwelanga Training's Commitment*

*To develop and inspire each individual to be the best that they can be.  
To assist clients in the transfer of skills and positive behaviour change.*

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