

**“Shedding
Light
on Skills
Development”**



Kwelanga

TRAINING

engage | inspire | elevate

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

A Way Forward – Personal Elevation Plan

TRAINING METHODOLOGY



Our training methodology is designed with a core focus: to ensure that the knowledge acquired translates into tangible results, adding substantial value and visibly improving performance within the workplace.

We employ an outcomes-based approach, fostering active engagement through highly interactive, facilitator-led sessions.

WHAT WE OFFER

- | | |
|---|------------------|
| ▪ Public Courses vs Closed Group Training | ▪ Customisation |
| ▪ Face-To-Face Training (F2F) | ▪ Impact Compass |
| ▪ Virtual Instructor-Led Training (VILT) | ▪ myQuest LMS |



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 Elevation Plan – Bridging the Gap from Training to Workplace Application

The Personal Elevation Plan isn't just a takeaway – it's a structured, practical guide that helps delegates seamlessly transition their learning into real-world action.



Sustained Development and Accountability: By tracking progress and engaging with their managers, delegates stay committed to their growth, making learning an active part of their professional journey.

A Tool for Measurable Impact: Rather than training being a one-time event, this plan enables organisations to see tangible results by embedding new skills into everyday work.

A Catalyst for Meaningful Conversations: Ideal for one-on-one coaching and performance discussions, the plan encourages ongoing development dialogues between delegates and their managers

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.