“Situational Leadership is one of the most versatile leadership/management tools I know of. It’s based on the simple premise that the leader or manager provides the combination of direction and support that each of his or her followers needs to be successful. The model offers first-time and experienced leaders and managers an easy frame of reference for deciding what action to take. I’ve used Situational Leadership in training, one-on-one coaching, and even in managing my own staff for over 20 years. It’s still the best thing out there.”

Mel Mitchell, director
Organizational Effectiveness

“[I have found the] Introduction to Situational Leadership II® program developed by Ken Blanchard (One Minute Manager) to be the ‘gold standard’ for developing essential manager skills for assessing employee aptitudes and attitudes and crafting the right motivation and skill building response to support high performance.”

Mark Tanning, HR director
University of Minnesota Physicians

For more information
Contact the Office of Organizational Effectiveness at 612-626-0774 or send an e-mail to orgeff@umn.edu.

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Program Overview
The Situational Leadership II (SLII) training program is designed to equip participants to effectively manage and develop their personnel, time, and resources. SLII is a comprehensive model and set of tools for opening up communication and helping employees develop self-reliance. It is designed to increase the frequency and quality of conversations about performance and development between managers and the people they work with so that competence is developed, commitment is gained, and talented individuals are retained.

The basic premise of SLII is that different leadership styles are better in different situations, and that leaders must be flexible enough to adapt their style to the situation they are in. A good situational leader is one who can quickly change leadership styles as the situation changes.

SLII is designed to help master the four leadership styles:
1. Directing
2. Coaching
3. Support
4. Delegating

The program helps you understand how to diagnose employee’s specific development level based on their competence and commitment, and helps you form collaborative partnerships with employees to achieve peak performance.

SLII® is the most researched, comprehensive, up-to-date, and practical method for managing and developing employees. At its core, SLII advocates that the best managers provide employees with clear, effective direction and support.

Course Objectives
Participants will:
- Develop a common leadership vocabulary
- Increase the quality and frequency of conversations about performance and development with employees
- Learn the three skills of a Situational Leader; how to
  1) diagnose the employee’s development level
  2) choose the appropriate leadership behaviors to match development needs
  3) initiate effective conversations with employees using these skills
- Develop action plan using the program concepts

A strong tradition of excellence
- Over 3 million managers trained on the SLII® model
- Leadership model has existed for over 25 years
- One of the most widely researched and validated management models
- Successfully used by several U.S. higher education institutions in effective leadership development, including:
  - Massachusetts Institute of Technology (MIT)
  - Northwestern University
  - Ohio State
  - Penn State
  - Purdue University
  - University of Wisconsin

Prerequisites
It’s strongly recommended that you complete “Keys to Supervision” training before enrolling in this course.

Target Audience
This program is designed for:
- New supervisors - to learn how to become more effective leaders
- Established managers - to learn a new tool for empowering employees
- Human Resources professionals - to help their clients improve their leadership skills

To Register
Send an e-mail to orgeff@umn.edu with a message that contains your name, employee ID, phone number, and the session you wish to attend. Registration for the class is closed two weeks before each session to accommodate delivery and completion of pre-work.

Prework
Approximately two weeks before the class, participants will be sent an overview article and a Leadership Behavior Analysis II® Self Hand Score questionnaire. The article and questionnaire takes about 45 minutes to complete.

Fee
Materials for the class cost $215.

2011 – 12 Schedule
Note: All sessions will be held in 210 Donhowe. Please make your own arrangements for lunch.

Session 1
September 6, 2011 – 8:30 a.m. – 4:30 p.m.
September 7, 2011 – 8:30 a.m. – 4:30 p.m.

Session 2
March 27, 2012 – 8:30 a.m. – 4:30 p.m.
March 28, 2012 – 8:30 a.m. – 4:30 p.m.