COURSE BROCHURE

Leadership Styles and Situational Leadership

An applied course that introduces the main leadership style models and trains managers to diagnose each employee's readiness for each task and choose the right style, from directing to delegating.

Code	HT-MGT-127
Category	Management & Leadership
Duration	1 week
Level	Intermediate
City	London

Introduction

No single leadership style works for every person and every situation. A manager who treats a newly hired engineer the same way as a seasoned expert loses one of them, either by leaving the first without direction or by stifling the second with supervision they do not need.

Objectives

- Explain the main schools of thought on leadership styles, with their strengths and limits
- Identify the participant's preferred leadership style and degree of flexibility
- Diagnose an employee's development level on a specific task by competence and commitment
- Choose the fitting style among directing, coaching, supporting and delegating
- Adjust the style as the employee develops or the situation changes

Who should attend

- Managers and heads of department
- Supervisors, team leaders and shift leaders
- Project managers and technical team leads
- Candidates for leadership roles in succession programs

Skills you will develop

- Diagnosing task readiness
- Leadership style flexibility
- On-the-job directing and coaching
- Progressive delegation

Learning Outcomes

- Interpret a leadership style questionnaire and identify dominant and neglected styles
- Classify team members by key task and development level on each
- Hold an alignment conversation with an employee on the right supervision style for a given task
- Plan how to move an employee from the directing stage to the delegating stage

Course Outline

Day 1: A Map of Leadership Styles

- From trait theories to behavioral and contingency theories

- Lewin's three styles: autocratic, democratic and laissez-faire
- The Blake and Mouton managerial grid: concern for production and concern for people

Day 2: The Situational Leadership Model

- Directive and supportive behavior as two independent dimensions
- The four styles: directing, coaching, supporting and delegating, and their original labels of telling, selling, participating and delegating
- From readiness to development levels: competence and commitment, from enthusiastic beginner to self-reliant achiever

Day 3: Diagnosis and Matching

- Diagnosing by task, not by person
- Matching style to development level, and the effects of over- and under-supervision
- Diagnosis cases from control rooms, project sites and service departments

Day 4: Widening Leadership Flexibility

- Goleman's six styles and how each affects team climate
- Path-goal theory and Fiedler's contingency model
- Leading in emergencies and planned shutdowns versus routine operations

Day 5: Applying It with the Team

- Agreeing the supervision style and follow-up rhythm with the employee
- The development cycle: how people move between levels and what to do when they regress
- Applied workshop in which each participant maps their team by task and development level and role-plays a conversation in the chosen style

Training methodology

Leadership style and flexibility questionnaire with individual debrief
Case cards on which participants identify the development level and matching style
Role plays of all four styles with the same employee on different tasks
Discussion of leadership situations from operational and government settings

Certification

Participants receive a Harbor Training Center certificate of attendance on completing the course.

Upcoming dates

City	Dates	Language	Fee
London	11 – 15 January 2027	AR	EUR 5,700
London	12 – 16 July 2027	EN	EUR 5,700

Fees are per participant.

Contact us

Email info@harbor4training.com

Address istanbul Turkey

To register and for details, scan the code or visit:

https://harbor4training.com/en/courses/situational-leadership-styles