



# Leader as Catalyst

## *Changing Performance*

### Overview

Performance levels rarely stay the same. They fluctuate up and down and can make running a successful organization challenging. *Leader as Catalyst* addresses this every day challenge head on. Regardless of the direction performance is taking; increasing or decreasing; leaders learn where to invest their time and effort. This program takes the guesswork out of dealing with performance extremes and teaches where and how to focus to get the best results.

### Strategic Outcomes

- Advanced application of Situational Leadership® dealing with performance extremes
- Identify where to invest time and resources to grow employee potential
- Generate self-sufficient and self-motivated teams or individuals
- Develop stronger skill sets in performing employees
- Acknowledge low performance and quickly get things back on track
- Clarify performance expectations and communicate required steps
- Structured skill development affirms application back on the job

***“Leaders are obligated to provide and maintain momentum.”***

– Max DePree

*Family of Situational Influence Models*

Leadership • Sales • Service • Parenting • Teams



## Program Description

Building on skills acquired during *The Core, Leader as Catalyst* takes participants through a guided process on how to move to the next step in growth as well as correct performance slippage. Knowing how to assess readiness levels, participants move past matching their behavior to readiness levels and gain pragmatic steps to determine where and how to invest to get maximum performance.

Developing someone is very rewarding – for the people involved as well as for the organization. As skills increase, performance improves and new goals are accomplished. This can be a very exciting environment to work in. Leaders enjoy this type of interaction with their employees because everyone wins.

Low performance issues are neutralized with this “alive” system that acknowledges performance where it currently is and addresses it accurately. These often dreaded discussions become no big deal and are held more frequently.

## Extended Outcomes

- Helps leaders identify development opportunities
- Verifies how leaders have the responsibility to spark change in others
- Provides a structured process for advancing skill sets
- Addresses performance slippage in a matter-of-fact style
- Corrects poor performance systematically
- Aides in time management of leaders with various performance levels

### Program Specifications

#### Audience

- Executives
- Supervisors
- Managers
- Coaches

#### Delivery Options

- License and in-house delivery
- CLS Trainers facilitate at clients’ sites
- CLS Public Workshops
- Tailored or customized

#### Prerequisites

- Situational Leadership® – The Core

#### Length/Timing

- Four to eight hour delivery window
- Easily enriched with content and application extensions
- Best offered within 1 day to 9 months after the initial Situational Leadership® training experience

#### Follow-up

- Situational Leadership® Applied
- Influence
- Charting New Courses
- Taking Charge!

#### Other Situational Programs

- Situational Selling®
- Situational Service®
- Situational Parenting®

**For more information contact:**

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