



Introducing

Situational Change Leadership™

Driving successful transformations with
Situational Leadership® practices



Enable your leaders to guide and prepare their team for changes in the workplace

The *Situational Change Leadership*™ course equips leaders with the critical skills to lead their team through change by proactively building a Situational Change Ownership™ culture and creating alignment when change hits. Based on the Situational Leadership® approach, this training looks at change from beginning to end and explores key opportunities for leaders to create alignment with next-level leadership and support their team throughout the process.

Why This Program?

It empowers leaders to apply the Situational Change Leadership™ Process to manage successful change initiatives.



EMPOWERING STRATEGIES

Enables leaders to prepare for, communicate, implement and reflect on change using the four step Situational Change Leadership™ Process.



TEAM ASSESSMENT

Takes a high-level look at how prepared a learner's team is for change and helps learners determine where their team needs the most support.



BUILDS KEY SKILLS

Teaches learners how to cultivate a Situational Change Ownership™ culture on their teams by developing habits that create an environment for successful change.



SITUATIONAL AWARENESS

Helps leaders to navigate change by staying attuned to team members' unique circumstances and performance needs.



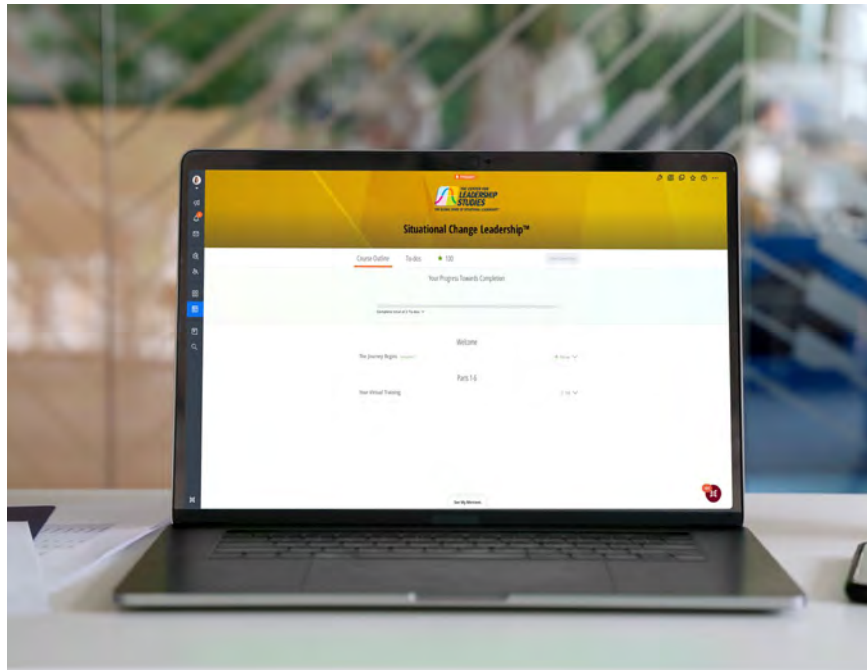
FLEXIBLE COURSE OPTIONS

Available modalities include in-person and virtual instructor-led training, digital blended and self-paced.



CERTIFICATION PROCESS

Allows trainers to deliver the course across multiple modalities with one certification process.



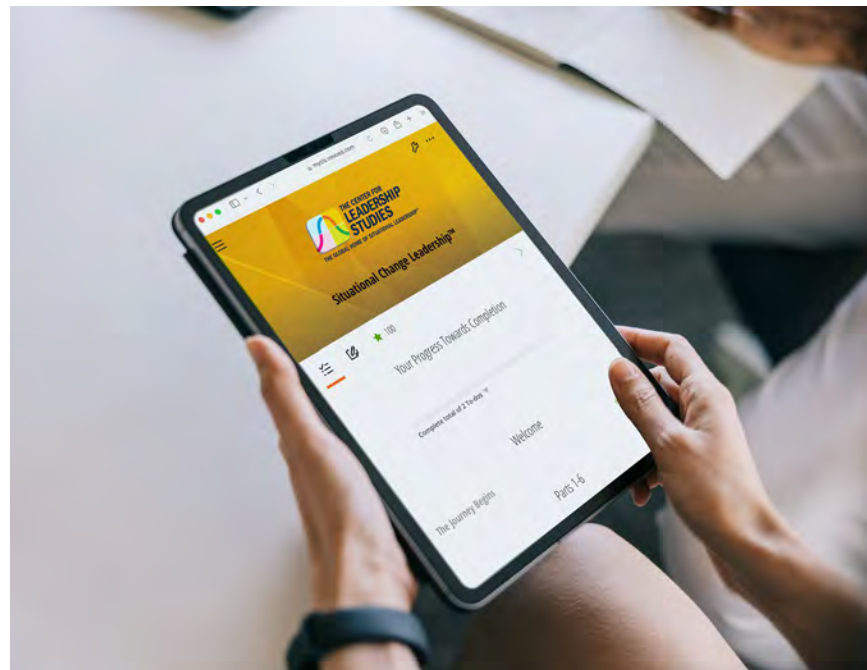
Modern

Learners today work in unprecedentedly diverse teams in a variety of environments and communication channels. As such, they need training that is **clear, relevant,** applicable and **accessible** to them when and how they need it.



Consistent

Learning objectives, outcomes, **content and materials are consistent across all modalities.** But while the content remains the same, the learning **experience is optimized to each modality.**



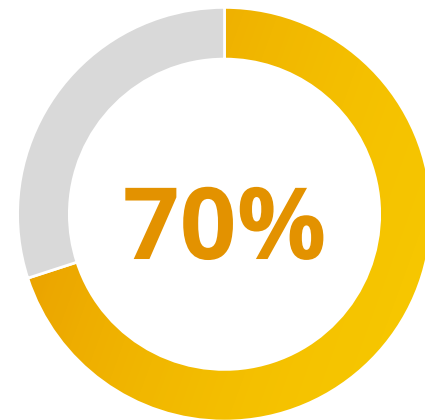
Flexible

The *Situational Change Leadership™* course provides a **single solution for your hybrid workforce,** helping you **increase the scale and speed** of your leadership training to develop more leaders in less time.

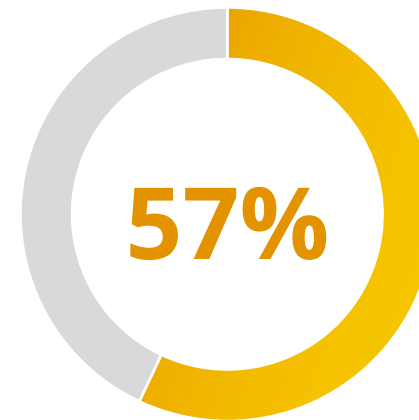
Workforce Data

Change is the key to driving progress in the workplace. When you consider that nearly 70% of change initiatives fail and 57% of employees think organizations do not manage change well,¹ it's not surprising that change often triggers anxiety and fatigue for both leaders and team members.

The *Situational Change Leadership*[™] course equips leaders with the skills to not only lead through change, but thrive in it, enhancing the overall organization's agility and resiliency.



of change initiatives fail.¹



of employees think organizations do not manage change well.¹

¹Bucy M, et al. Losing from day one: Why even successful transformations fall short. *McKinsey & Company*. December 7, 2021. <https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/successful-transformations>. Accessed April 16, 2024.

²McLain D. How leaders can communicate change to a burned-out workforce. *Gallup*. February 11, 2022. <https://www.gallup.com/workplace/389594/leaders-communicate-change-burned-workforce.aspx>. Accessed April 16, 2024.

Learning Outcomes

The *Situational Change Leadership™* course teaches leaders to apply the Situational Change Leadership™ Process and Situational Leadership® mindset to drive success and engagement through a four-phased approach to change.

Drive performance and engagement during change events by using the appropriate leader-driven style tied to team members' change tasks.

Enable greater alignment between self, decision-makers and team members with effective communication about purpose and expectations.

Tailor strategies from the Situational Change Leadership™ Process to achieve a successful change initiative.

Enhance self-awareness of emotions related to change and lean into the promise of possibility.

Improve long-term resiliency to change by cultivating a Situational Change Ownership™ culture.

Learning Features

Engaging: Integrates activities with daily work and makes an immediate impact

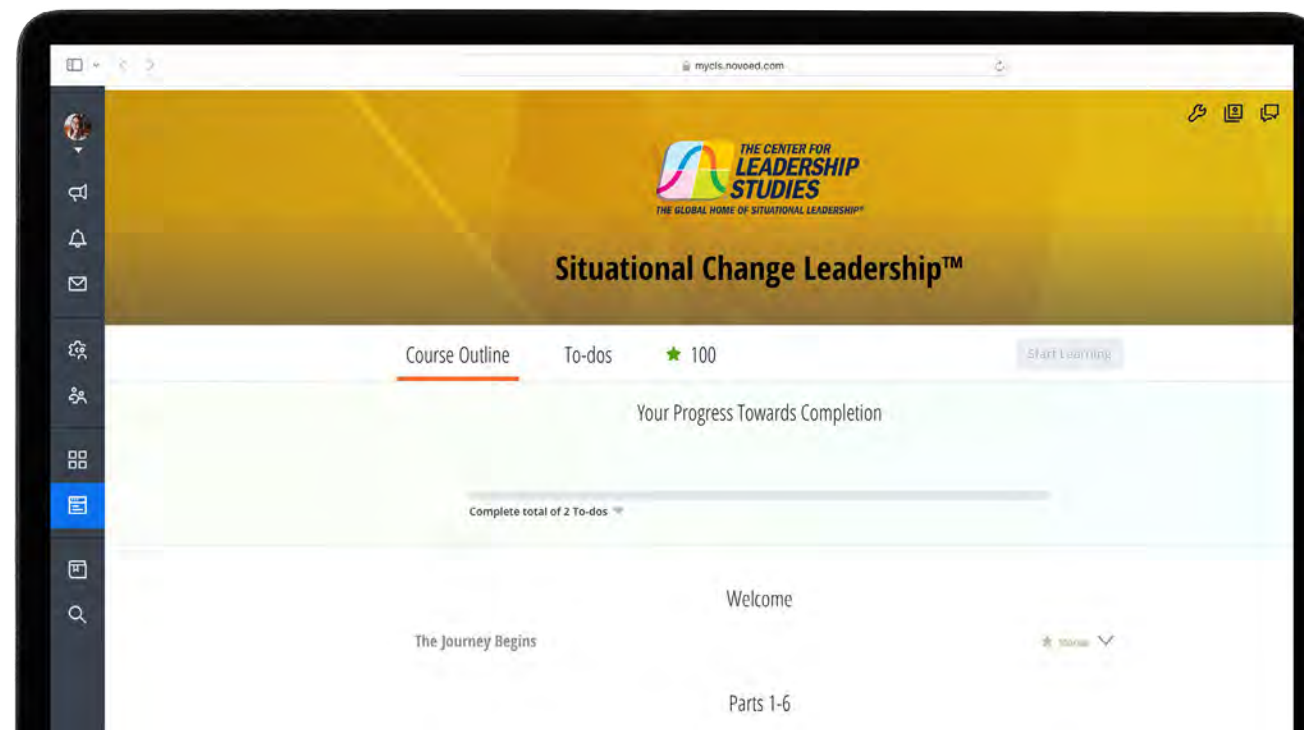
Highly Relevant: Supports retention, reflection, practice, application and feedback

Collaborative Learning: Enables learners to share insights, feedback and encouragement with each other (cohort collaboration)

Facilitator Feedback: Supports learners with expert advice and insights

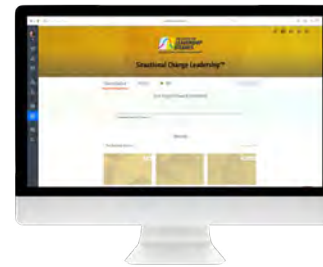
Reinforcement and Practice: Provides tools for application on the job

Streamlined Certification Process: Equips trainers to deliver the course across all modalities with one certification process



Learning Formats

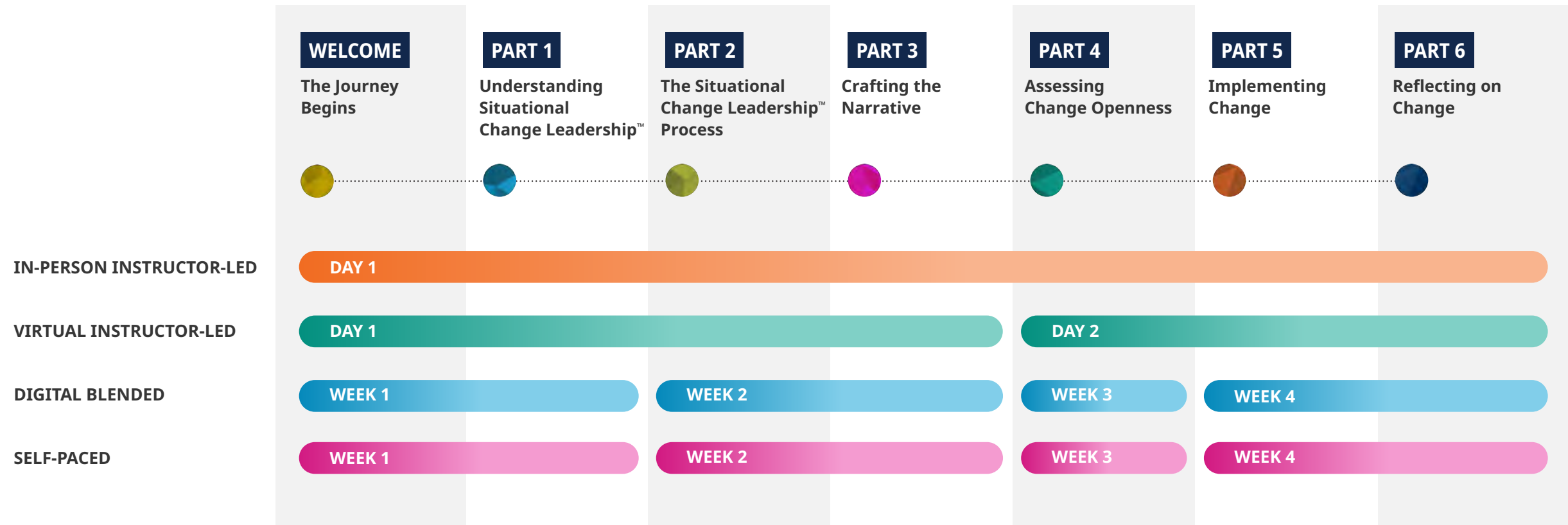
The *Situational Change Leadership*™ course delivers consistent, high-impact learning experiences across multiple modalities to meet the unique needs of your learners.



MODALITY	In-Person Instructor-Led	Virtual Instructor-Led	Digital Blended	Self-Paced
DURATION	1 day	2 half days	4 weeks	4 weeks
SEAT TIME	8 hours	8 hours	8 hours	8 hours
LEARNING STYLE	Synchronous	Synchronous	Polysynchronous	Asynchronous
MATERIALS	Participant Workbook and handout	Digital Participant Workbook and digital handout	Digital handouts and job aids	Digital handouts and job aids

Your Learning Journey

This learning journey enables learners to take their Situational Leadership® skills to the next level by applying them to address the unique challenges of any change situation.



Note: The timelines depicted in this graphic reflect the rollout recommendations by CLS.



THE GLOBAL HOME OF SITUATIONAL LEADERSHIP®



Situational Change Leadership™

Participant Workbook

The Center for Leadership Studies

The Center for Leadership Studies recognizes that successfully influencing the behavior of others is not an event, but an ongoing, intentional practice. This certificate signifies that you have a true understanding of the Situational Change Leadership Process™ and recognize the value of increasing your effectiveness as a leader by applying the Situational Leadership® approach to support change in your workplace.

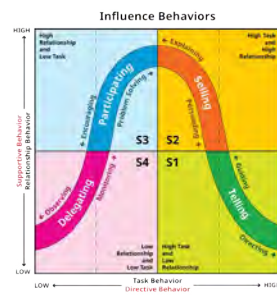
has successfully completed the requirements grounded in The Center for Leadership Studies Competency Model as set forth in:

Situational Change Leadership™

LEARNER

THE CENTER FOR LEADERSHIP STUDIES
THE GLOBAL HOME OF SITUATIONAL LEADERSHIP®
Telephone: 916-355-8763 | situational.com

Situational Leadership®



Performance Readiness®

High	Moderate	Low
R4 (Able and Confident and Willing)	R3 (Able but Insecure or Unwilling)	R2 (Struggle but Confident or Willing)
		R1 (Unable and Insecure or Unwilling)

Self Directed to Leader Directed

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Situational Change Leadership™

The Situational Change Leadership™ Process



1. What questions do you need to ask your leader about the change?
2. Is there anything preventing you from getting on board with the change?
3. What steps will you take to get on board with the change or share your concerns with your next-level leader?
4. What habits or routines can you encourage on your team to establish a Situational Change Ownership™ culture that will build their resiliency for this change?

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Situational Change Leadership™ Participant Kit

Participant materials are consistent across all four modalities.

Situational Change Leadership™ Facilitation Kit

Facilitator materials are consistent across all four modalities.



Situational Change Leadership™

Leader's Guide

The Center for Leadership Studies

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Situational Change Leadership™

CERTIFIED TRAINER

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Situational Change Leadership™

Certification

The *Situational Change Leadership*™ Certification equips trainers to deliver the course across all modalities—in-person instructor-led, virtual instructor-led and digital blended live sessions. The *Situational Change Leadership*™ Certification is designed to ensure comprehensive understanding of the Situational Change Leadership™ Process and content proficiency in key concepts while providing opportunities to prepare and personalize facilitation.

Certification Benefits:

- ☑ One certification for four modalities
- ☑ Inclusion in an elite community of certified trainers
- ☑ Exclusive access to quarterly Trainer Development Calls
- ☑ Membership to an exclusive LinkedIn Group of Situational Leadership® Trainers
- ☑ Video descriptions of content and flow of the course
- ☑ Example recordings of CLS Master Trainers facilitating each modality of the course
- ☑ Knowledge checks, submissions and assignments to confirm your understanding
- ☑ FAQs and answers from CLS Master Trainers
- ☑ Standardized rubric for teach-backs
- ☑ Resource hubs that provide additional, modality-specific videos
- ☑ Collaborative learning opportunities to interact with peers and facilitator
- ☑ Live Q&A session with a certified facilitator
- ☑ Facilitator material downloads

What People Are Saying

“This was a great course with so many valuable takeaways! I especially found the phased process very relevant and easy to commit to memory with the self, team and individual categories that I could apply in multiple ways.”

-Director of Talent at a Top Healthcare Organization

“I really appreciated the variety of discussions and activities embedded throughout the workshop. I left with many strategies and notes on things I could do with an upcoming change plan. And the facilitator was a class act! They were considerate, engaging and posed meaningful questions.”

-Senior Manager of Operations at a Growing Financial Institution

“The course has definitely increased my awareness of what could be affecting resistance to change and how to use leadership styles to impact that positively. Additionally, evaluating ourselves, our team and informing your leader is something I’ll use over and over again. It grounds you in where you are.”

-Regional Manager at a Leading Manufacturing Company

“I don’t think I’ll ever approach change the same way I used to since taking this course. I worked through my change situation in the class and applied it back on the job. What a night and day difference!”

-Director of Training at an Established Home Goods Retailer

Get Started Today

Public Workshop

Your learners attend any modality of the public workshop.

[Learn More](#)

Private Workshop

Utilize one of our Certified Trainers to facilitate the virtual, digital blended or in-person course across your organization.

[Learn More](#)

Certification

Certify your internal trainer(s) to facilitate *Situational Change Leadership™* for your learners.

[Learn More](#)