



Introducing

# Situational Performance Ownership™

Empowering accountability through  
Situational Leadership® practices



# Unleash talent at every level in the organization to own their role in the leadership process

The *Situational Performance Ownership*™ course equips individuals with the skills they need to take a proactive approach to their development by applying Situational Leadership® practices to identify and communicate their performance needs. Empowering employees to initiate performance conversations and play an active role in their success and engagement creates a culture of accountability that enhances trust and delivers results.

# Why This Program?

It empowers employees at all levels of an organization to apply the Performance Ownership Process™ to identify and communicate their performance needs, fostering a culture of accountability that drives performance and engagement all while encouraging individuals to play an active role in their own success.



## EMPOWERING STRATEGIES

Optimizes performance by promoting a common language and creating alignment on individual accountability.



## ACCELERATES DEVELOPMENT

Empowers learners to expedite their time to autonomy and successfully contribute to the organization's goals.



## BUILDS KEY SKILLS

Teaches learners to assess their own Performance Readiness® with a framework they can apply to others as their sphere of influence grows.



## SITUATIONAL AWARENESS

Equips learners to communicate their Performance Readiness® Levels and advocate for support and direction.



## FLEXIBLE COURSE OPTIONS

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



## CERTIFICATION PROCESS

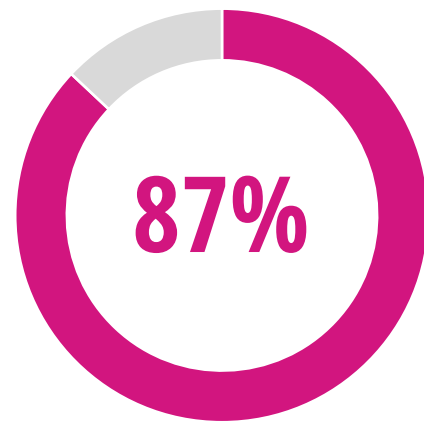
Equips trainers to deliver the course across multiple modalities with just one certification process.

# Workforce Data

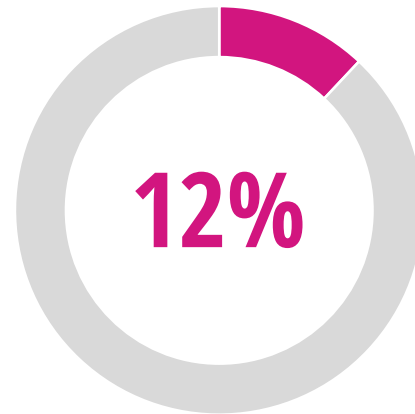
Frontline employees are often overlooked for leadership training due to costs, scheduling difficulties and time constraints, but building leaders at all levels has never been more vital to the ongoing success of today's organizations.

The *Situational Performance Ownership*<sup>™</sup> course takes a revolutionary approach to equipping individuals with the skills to gain alignment and enhance performance and engagement by applying Situational Leadership<sup>®</sup> practices to identify and communicate their performance needs.

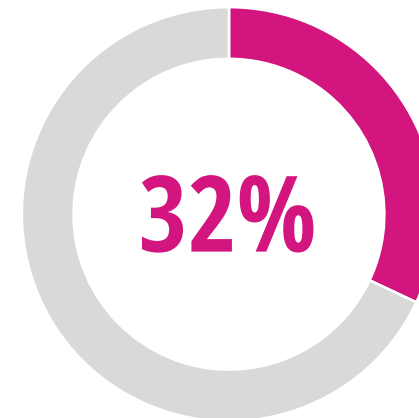
Empowering the base of the organization with the ability to quickly align on expectations enhances their motivation and commitment to their work while enabling them to accelerate their time to task autonomy and successfully contribute to the organization's goals.



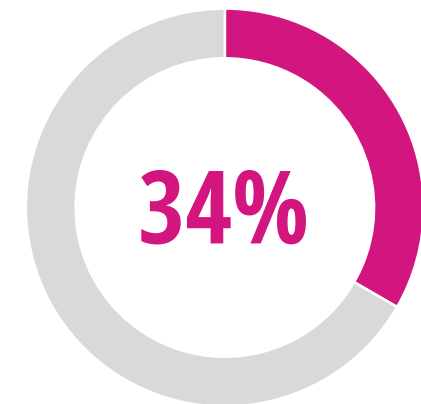
of employees feel highly productive.<sup>1</sup>



of managers agree that their employees are highly productive.<sup>1</sup>



of employees feel engaged at work.<sup>2</sup>

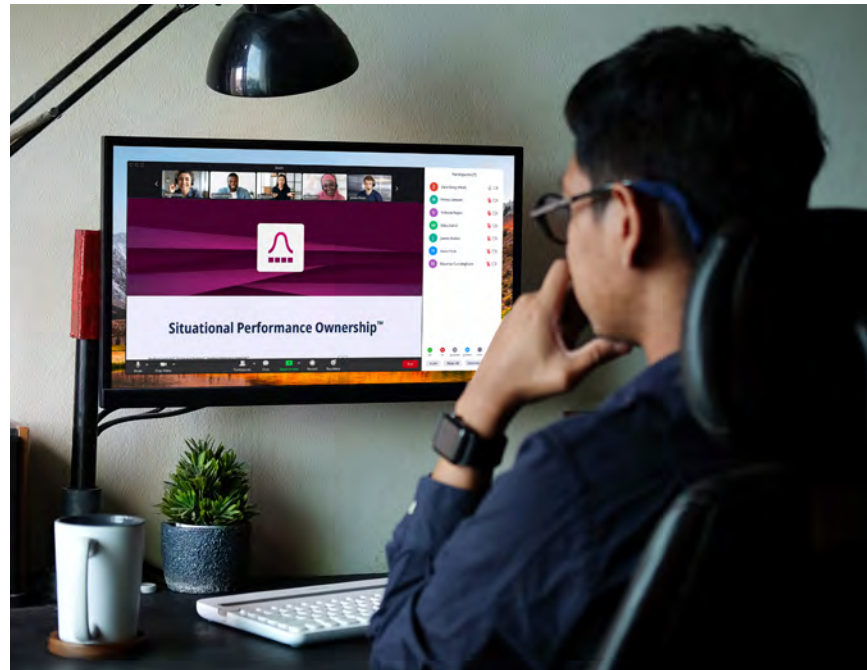


of employees left their jobs for better development opportunities.<sup>3</sup>

<sup>1</sup>*microsoft.com*. September 22, 2022. <https://www.microsoft.com/en-us/worklab/work-trend-index/hybrid-work-is-just-work>. Accessed October 8, 2024.

<sup>2</sup>Jim Harter. *gallup.com*. January 25, 2023. <https://www.gallup.com/workplace/468233/employee-engagement-needs-rebound-2023.aspx>. Accessed October 8, 2024.

<sup>3</sup>*prnewswire.com*. June 03, 2019 <https://www.prnewswire.com/news-releases/how-to-get-todays-employees-to-stay-and-engage-develop-their-careers-300860067.html>. Accessed October 8, 2024.



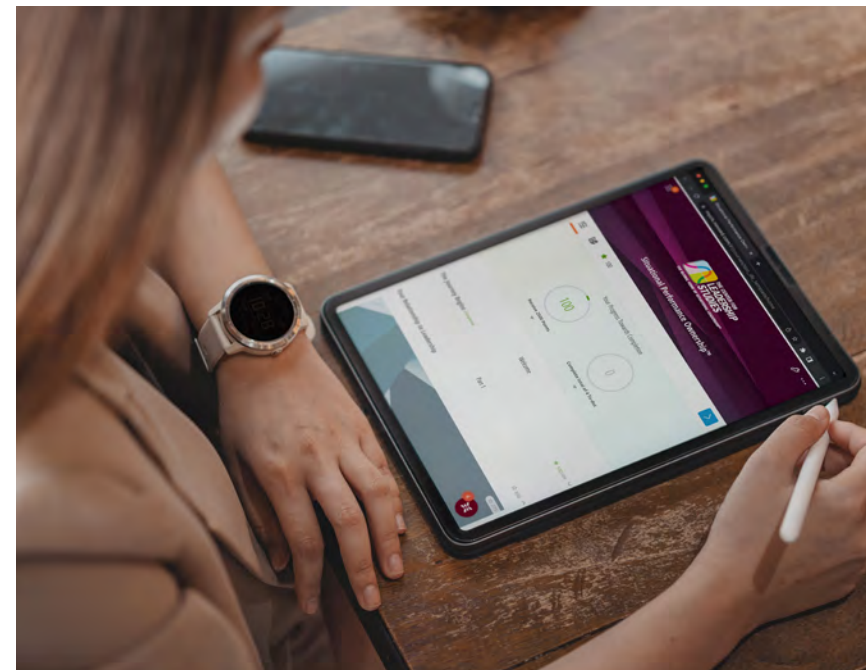
# Modern

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 Performance Ownership™* 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.

# Learning Outcomes

The *Situational Performance Ownership*™ course teaches employees at all levels of the organization to apply the Performance Ownership Process™ to gain alignment and enhance performance and engagement.

**Embrace accountability** by leveraging an objective, practical framework as a road map for owning success and engagement.

**Boost efficiency** by reducing the time spent on rework or wasted efforts caused by misalignment and confusion.

**Maximize performance** using a common language to increase communication and engagement and empower your success.

**Accelerate development** by empowering performer-initiated conversations to advocate for support and direction.

**Actively participate** in clarifying expectations, addressing barriers to success, measuring progress and providing feedback.

# Learning Features

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

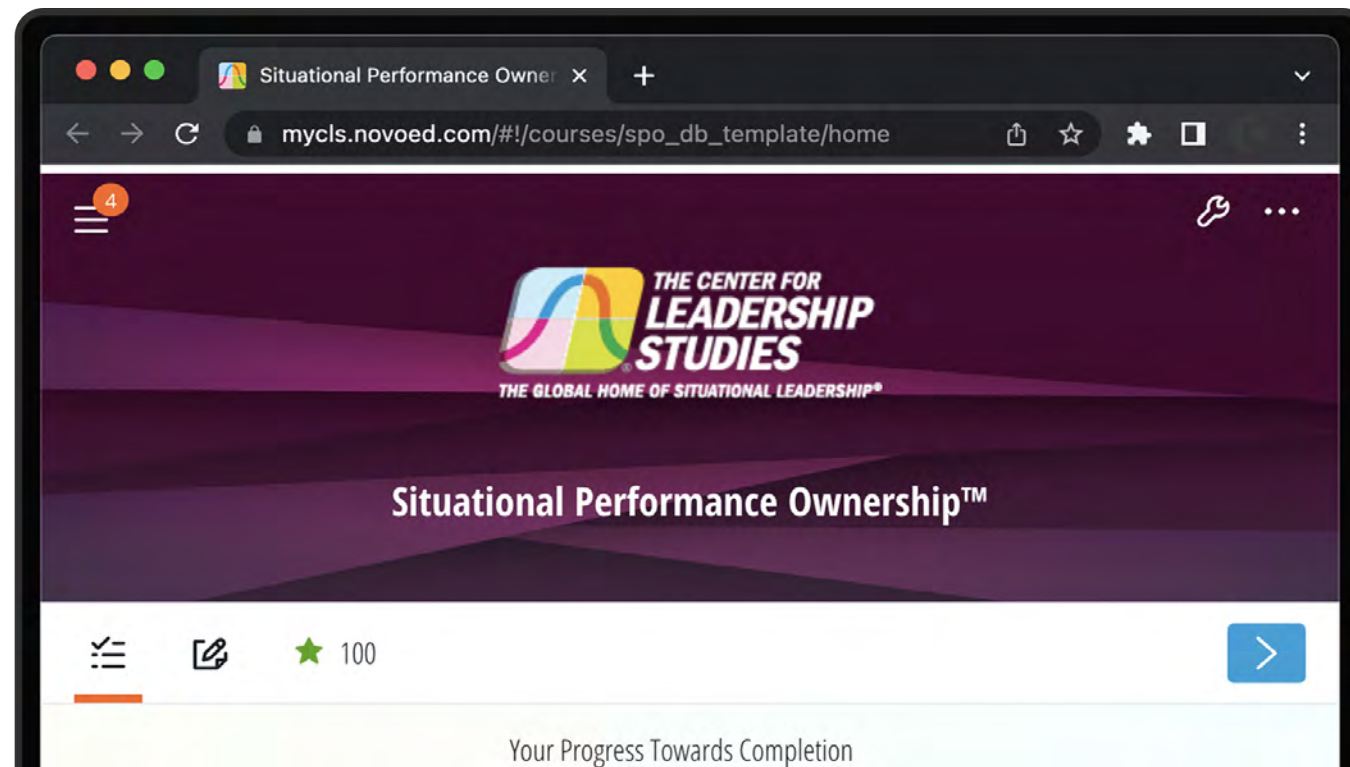
**Highly Relevant:** Supports retention, reflection, practice, application and feedback

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

**Facilitator Feedback:** Supports learners with expert advice and insights

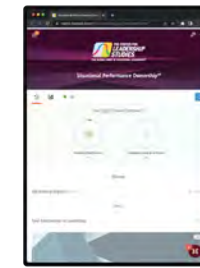
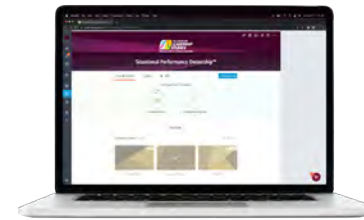
**Reinforcement and Practice:** Provides tools for application on the job

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



# Learning Formats

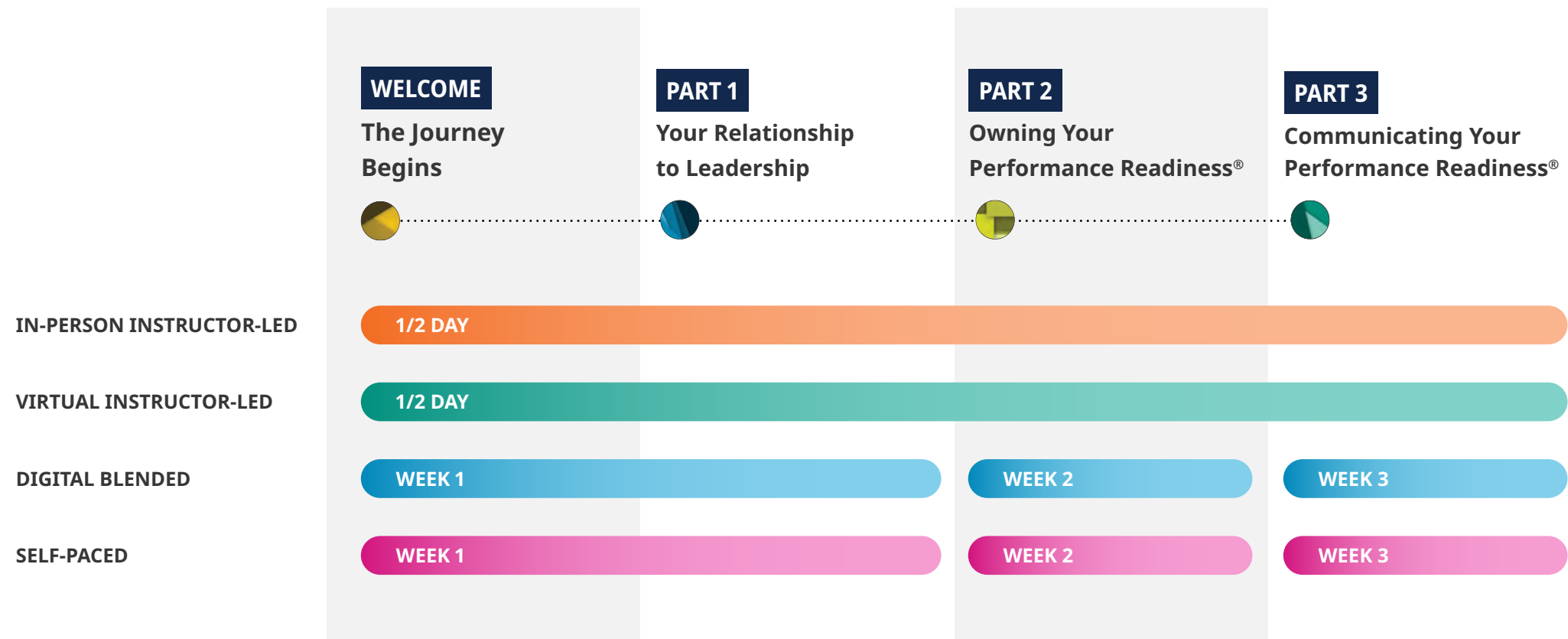
The *Situational Performance Ownership*™ course delivers consistent, high-impact learning experiences across multiple modalities to meet the unique needs of your learners.



<b>MODALITY</b>	In-Person Instructor-Led	Virtual Instructor-Led	Digital Blended	Self-Paced
<b>DURATION</b>	1 half day	1 half day	3 weeks	3 weeks
<b>SEAT TIME</b>	4 hours	4 hours	4 hours	4 hours
<b>LEARNING STYLE</b>	Synchronous	Synchronous	Polysynchronous	Asynchronous
<b>MATERIALS</b>	Participant Workbook and handout	Digital Participant Workbook and digital handout	Digital handouts and job aids	Digital handouts and job aids

# Your Learning Journey

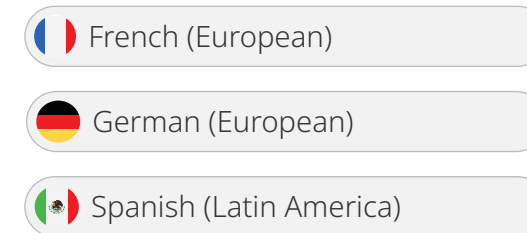
This learning journey guides learners through their role in their own success and engagement with the leader and how to advocate for their performance needs.



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

# Modalities and Localization

At The Center for Leadership Studies, it is our goal to make the *Situational Performance Ownership*™ course as accessible as possible. As such, we have made the program available in four different learning modalities and translated it into six languages.





THE GLOBAL HOME OF SITUATIONAL LEADERSHIP®



# Situational Performance Ownership™

Participant Workbook



Situational Performance Ownership™

## Performance Ownership Process™

Step 1 Identify the specific task.

Step 2 Assess and describe my current Performance Readiness™

Am I currently performing at a sustained, acceptable level?  
(Complex or not sure? Break task into smaller activities.)

Yes or No

Confident, Committed and/or Motivated?

Yes or No

Confident, Committed and/or Motivated?

Yes or No

Yes or No

Yes or No

Yes or No

Step 3 Communicate my performance needs.

What do I need from my leader?

Low Support / Low Resources / Low Motivation / Low Commitment / Low Engagement

Step 4 Manage my movement.

Readiness is dynamic. What do I need to develop my skills?  
What do I need to prevent regression?

DEVELOPMENT

HIGH MODERATE LOW

R4 R3 R2 R1

REGRESSION

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# Situational Performance Ownership™ Participant Kit

Participant materials are consistent across all four modalities.

# Situational Performance Ownership™ Facilitation Kit

Facilitator materials are consistent across all four modalities.



## Situational Performance Ownership™

# Certification

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

### Certification Benefits:

- ☑ One certification for four modalities
- ☑ Join 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

“The program is simple and profound. I love the design, the flow and content covered—makes it easy to understand. I love the application activities and the videos, too. The whole focus is fantastic.”

– *Learning Specialist at a Leading Healthcare Organization*

“The *Situational Performance Ownership*™ course has been directly applicable to situations I’m working through with the Performance Readiness® needs of my team. Team members are demonstrating a higher level of engagement in performance discussions and offering more input on assigned tasks. Our accountability culture is growing!”

– *Manager of Customer Success Operations at a Top Technology Company*

“Since the *Situational Performance Ownership*™ course, my direct reports are taking a more active role in our discussions about their work assignments. I’ve seen their confidence grow in initiating dialogue with me, and I’ve used what I’ve learned in the course to maintain alignment with my director as well.”

– *Senior Manager of Enterprise Sales at a Top Manufacturing Organization*

“The *Situational Performance Ownership*™ course provided the necessary skills to effectively communicate my needs to my manager. Our conversations are now more productive, and I’m able to get my work done with greater efficiency.”

– *Project Manager at a Leading Pharmaceutical Company*

# 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 Performance Ownership™* for your learners.

[Learn More](#)

See it for yourself! Get a sneak peek of  
**Situational Performance Ownership™**  
**Course Preview**

Register now to receive access to the course preview!

