



# Situational Leadership

Often it is presumed that only top executives have to show leadership in organizations. This is definitely not the case. Through situational leadership (senior) managers become more aware of and more flexible in their leadership styles and may be able to retain your other talented employees.

Do you have any idea how much leadership does impact profit? A study (by Eqleader) of four thousand business leaders found that leadership style controlled 50 - 70% of organizational climate. So what? Climate has been found to control 20 to 30% of profit! Put that in perspective. Consider the many factors that impact profit that you can't control, such as economic conditions, trends in your industry, costs of goods and services your organization buys. But you can control a big chunk of profit by controlling the quality of leadership in your organization throughout all layers of management within your organization.

All too often it is still thought that the talent pool within departments is the job of HR. Many believe that dealing with people issues is a distraction from what's really important—managing the business. In fact, only 18 percent of the respondents in their research strongly agree that senior managers and executives view talent management as an important part of their job. Many leaders don't realize that they are the ones with their hands on the talent-building levers.

Perhaps you have good leaders right now. Great! But change happens. On Curacao, like in the rest of the Caribbean, generation Y and Z also start to enter the labor market currently. What is observed is that the "traditional" leadership styles are often not sufficient anymore to retain those talents that you attracted to your organization. Therefore, we need to develop the strength of our current leadership within organizations, which also includes their emotional intelligence which accounts for 90% of what's required for leadership.

This Masterclass also helps participants to:

- | Become more aware of their leadership style and become more flexible towards team members to lift their own and team member's quality and output.
- | Identify strengths and potential weaknesses of team members.
- | Develop skills to guide team members to become more effective and efficient in their work.
- | Identify an action plan to improve individual and team effectiveness within their departments.