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COURSE BROCHURE

Situational Style Flexing and Staff Development Training Course

22 – 26 November 2026
Doha

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Registered in the United Kingdom and Saudi Arabia

Situational Style Flexing and Staff Development Training Course

Ref: 1521_56200 **Date:** 22 – 26 November 2026 **Location:** Doha **Fees:** 5500 GBP

Situational Style Flexing and Staff Development is a 1-week training course for team leaders and middle managers who want to match how they lead to each person's readiness for a task, and it ends with a staff development style map each participant builds for their own direct reports. Mixed-experience teams, frequent role changes and hybrid working mean one fixed leadership style now fails as many people as it helps. Jupiter Prime Training runs this course on situational style flexing and staff development.

Why Situational Style Flexing and Staff Development Matters Now

Three forces shape situational style flexing and staff development today. Teams combine graduates, career changers and veterans, so the same instruction can over-direct one person and abandon another. Roles change quickly as processes are automated, pushing experienced staff back to beginner status on new tasks. Employees expect managers to grow their capability rather than simply allocate work. Organisations whose managers flex well shorten time to competence; those whose managers lead the same way with everyone see micromanaged experts and stranded newcomers. The course draws on Hersey and Blanchard's situational model, the skill-will matrix and the Tannenbaum-Schmidt leadership continuum.

Who Gains Most from Situational Style Flexing and Staff Development

- Team leaders who allocate tasks to people with very different experience levels
- Middle managers responsible for onboarding and building capability in their units
- Managers leading staff through new systems, processes or role changes
- Technical leads who supervise specialists more expert than themselves in some tasks

Management teams from one function gain most when several members attend together, sharing one language for readiness.

Situational Style Flexing and Staff Development Capabilities

Participants practise reading readiness task by task and shifting between directing, coaching, supporting and delegating without losing consistency.

- Assess competence and commitment for a specific task — task allocation decisions
- Apply directive and supportive behaviours in the right mix — individual one-to-ones
- Build a style agreement with each team member — expectation setting
- Design stretch assignments that move people up the readiness curve — development planning
- Test delegation boundaries with clear authority levels — workload distribution
- Communicate style shifts openly so staff see them as fair — team trust

Key Situational Style Flexing and Staff Development Terms

- Situational leadership — An approach in which a leader varies directive and supportive behaviour to suit a person's readiness for a specific task.
- Readiness level — A person's mix of competence and commitment for one task, which can differ from task to task.
- Directive behaviour — Telling someone what, how and when, setting goals and closely monitoring progress.
- Supportive behaviour — Listening, encouraging, involving the person in decisions and building their confidence.
- Style contracting — Agreeing openly with a team member which leadership style they need for a given goal.
- Skill-will matrix — A two-by-two grid comparing ability and motivation to choose how to guide, excite, direct or delegate.

Situational Style Flexing and Staff Development Day by Day

Day 1: Why One Style Does Not Fit All

- Hersey and Blanchard Situational Model — Linking Style to Task Readiness
- Tannenbaum-Schmidt Continuum — Seeing the Range From Telling to Delegating
- Personal Style Preference Profile — Recognising a Default Leadership Habit
- Over-Supervision and Under-Supervision Costs — Weighing Effects on Morale
- Team Readiness Snapshot — Mapping Current Capability Across Tasks

Day 2: Diagnosing Readiness Task by Task

- Competence and Commitment Indicators — Reading Observable Signals
- Skill-Will Matrix — Choosing to Guide, Excite, Direct or Delegate
- Diagnostic Questioning — Confirming Readiness Through Conversation
- Regression Warning Signs — Spotting When Confidence or Skill Slips
- New Starter and Role Change Profiles — Planning for Beginner Phases

Day 3: Flexing Directive and Supportive Behaviour

- Directing Style Scripts — Giving Clear Instructions Without Micromanaging
- Coaching Style Conversations — Combining Direction With Encouragement
- Supporting Style Techniques — Building Confidence in Capable Staff
- Delegating Style Boundaries — Setting Authority Levels and Check-Ins
- Style Mismatch Recovery — Correcting Course After a Wrong Choice

Day 4: Contracting and Developing People Over Time

- Style Agreement Conversations — Agreeing Needed Support With Each Person
- Stretch Assignment Design — Moving Staff Up the Readiness Curve
- Progress Reviews — Adjusting Style as Capability Grows
- Delegation Ladder — Increasing Autonomy Step by Step
- Individual Development Plans — Linking Tasks to Longer Career Growth

Day 5: Practising the Staff Development Style Map

- Readiness Diagnosis of Real Direct Reports — Applying Day 2 Indicators
- Style Flexing Role-Plays — Applying Day 3 Behaviour Scripts
- Contracting Rehearsal With Observer Feedback — Applying Day 4 Agreements
- Peer Calibration of Style Choices — Checking Consistency and Fairness
- Staff Development Style Map — Recording Readiness, Style and Next Stretch

Applying Situational Style Flexing and Staff Development After the Course

- Hold a style agreement conversation with each direct report on one current goal and record the support they need.
- Move one experienced team member one step up the delegation ladder and review the outcome after four weeks.

Situational Style Flexing and Staff Development Questions FAQ

What is situational style flexing and staff development, and why does it matter now?

It is adapting directive and supportive leadership to each person's readiness for a task, then raising that readiness over time. It matters now because mixed-experience teams and changing roles make one fixed style ineffective.

Which roles gain most from situational style flexing and staff development training?

Team leaders and middle managers gain most, especially in sectors such as hospitality and engineering where staff range from new starters to deep specialists.

How does situational style flexing and staff development differ from a 360-degree feedback course?

It centres on diagnosing readiness and choosing a style for each task and person. A 360-degree course centres on collecting multi-rater views of the leader's own behaviour.

What do you bring back from situational style flexing and staff development training?

You bring back a staff development style map showing each direct report's readiness on key tasks and the style you will use with each.

Situational Style Flexing and Staff Development: The Way Forward

The staff development style map records each person's readiness on key tasks, the agreed leadership style and their next development step. Its first use is the next round of task allocation, and the manager shares relevant parts with each team member and with HR partners. After a quarter, revisit which people moved up the readiness curve and adjust styles accordingly.