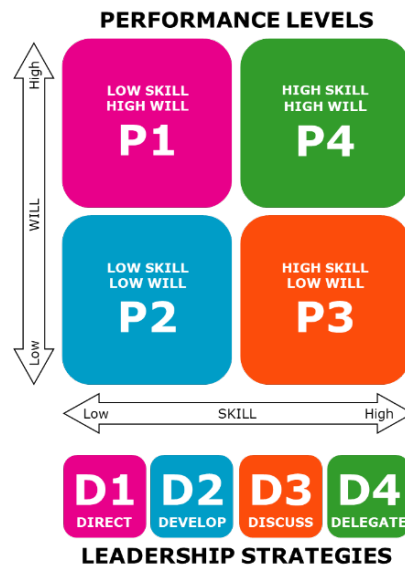# 4D LEADERSHIP™

Direct | Develop | Discuss | Delegate

Your leadership style depends on you the leader. But it also depends on what works with your people and what the situation calls for.

Starting with your real-life application case, you will learn how to diagnose the performance level for each of the key tasks.

Using the Skill/Will matrix you will identify the four performance levels – **P1**: Low Skill/High Will, **P2**: Low Skill/Low Will, **P3**: High Skill/Low Will and **P4**: High Skill/High Will.

4D LEADERSHIP™ MODEL

PERFORMANCE LEVELS

LOW SKILL HIGH WILL **P1**	HIGH SKILL HIGH WILL **P4**
LOW SKILL LOW WILL **P2**	HIGH SKILL LOW WILL **P3**

WILL: High / Low
SKILL: Low / High

D1 DIRECT **D2** DEVELOP **D3** DISCUSS **D4** DELEGATE

LEADERSHIP STRATEGIES

The performance output you get from your people depends on the leadership input you provide.

Each performance level needs different leadership input. Low Skill level needs High Task input from the leader. High Skill level needs Low Task input. Low Will level needs High Relationship input. High Will level needs Low Relationship input.

The four leadership strategies depend on the combination of the task and relationship inputs you provide – **D1**: Direct (High Task and Low Relationship input), **D2**: Develop (High Task and High Relationship input), **D3**: Discuss (Low Task and High Relationship input) and **D4**: Delegate (Low Task and Low Relationship input).

Influencing your people to do the work, to do it well and to feel good about doing it.

Matching your leadership strategies with the performance levels will help to leverage human performance and enhance organization effectiveness.

Adaptability = Flexibility + Consistency

Adaptability is the flexibility of changing your leadership strategy to consistently match the needs of the performance level for a specific task.

Learning Objectives

- Diagnose performance levels and recognize performance needs.
- Adapt leadership strategies to the performance levels and the demand of the situation.
- Influence people to do the work, to do it well, and to feel good about doing it.
- Close the performance gap and the perception gap.
- Align intention and action.
- Plan for implementation and sustainment.

One-Day Instructor-Led Course

- What Is 4D Leadership™?
- Why 4D Leadership™?
- Steps In Applying 4D Leadership™
- Your Real-Life Application Case
- What Are The Specific Tasks?
- What Is The Performance Level For Each Task?
- What Is The Leadership Strategy For Each Performance Level?
- 4D Leadership™ Model
- Your 4D Leadership™ Conversation
- Integrating 4D Leadership™ And Performance Management
- Performance Leadership Process™
- Implementation And Sustainment

Pre-Course Preparation

It is recommended that participants review the performance goals of one their staff and bring it to the workshop. This is help them leverage performance with immediate application base on their real-life case.

Who Should Attend

- All leaders at all levels in the organization.
- Anyone who manages and influences the performance of others.
- HR professionals who are interested in implementing the 4D Leadership™ Model and the Performance Leadership Process™ to leverage human performance and to enhance organizational effectiveness.

IMPLEMENTATION AND SUSTAINMENT

Steps for on-going application

Step 1
What is the specific task?
Step 2
What is the performance level for that specific task?
Step 3
What is the leadership strategy for that performance level?
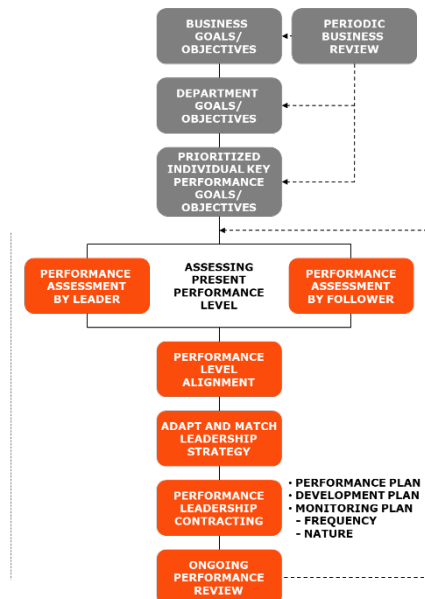**Step 4**
Prepare and engage in the appropriate 4D Leadership™ conversation.

Five key questions for diagnosing performance level

1. How much do you know about the task?
2. Have you done it before?
3. What was the outcome?
4. What do you think?
5. How do you feel?

Integrating 4D Leadership™ and Performance Management

PERFORMANCE LEADERSHIP PROCESS™

To get started, contact Tan Joo Seet

Singapore +65 9826 6858 | Hong Kong +852 9448 2961
Malaysia +60 16 606 8586 | Thailand +66 61 527 5881
getintouch@tanjooseet.com | www.tanjooseet.com

tanjooseet