



Twelve O'clock High[®]

A Filmed Situational Leadership[®] Case Study

Overview

The classic film *Twelve O'clock High*[®] provides a rich and powerful means for learners to immerse themselves in the Situational Leadership[®] model. This workshop challenges learners to apply the key concepts of the model – much as they will back on the job – at the speed of life. An engaging learning lab course, this program is one of a series of reinforcement courses for graduates of *Situational Leadership[®] - The Core Program*.

The film portrays events that actually occurred and thus provides a rich backdrop from which the critical competencies of building teams, directing change and leading situationally are vividly portrayed.

Strategic Outcomes

- Provides a clear picture of how to turn vision into execution
- Motivates leaders to embrace and drive organisational change
- A “how to” of achieving short-term goals while gaining long-term commitment
- Demonstrates the performance benefits of meeting individual needs vs wants
- Encourages leaders to embrace follower-driven leadership
- A visual learning experience to engage participants

In a study done by *Inc.* magazine, top leaders were asked to name films that most influenced their management styles.
The winner was *Twelve O'clock High*[®]!

The Australasian Centre for Leadership Studies (ACLS) is owned by Pacific Training & Development and is The Center for Leadership Studies' (USA) only licensed Master Trainer for Situational Leadership[®] in Australia and New Zealand.

Program Description

This advanced film case study has been used by hundreds of thousands of leaders to powerfully advance their skills in diagnosing, adapting and communicating – all in a dynamic workshop setting.

At one level, Situational Leadership® is used as a lens to analyse the performance of a work group and their leadership.

At a more pragmatic level, the focus is on helping learners develop skill and confidence in applying the Situational Leadership® model to positively impact the performance of individuals and teams.

Extended Outcomes

- Slice of history that brings the model to life
 - Enhances decision-making skills
 - Team exercises encourage open conversations about performance
 - Develops and reinforces a common language to address performance
- Clearly articulates leadership as a performance contest, not a popularity contest

Program Specifications		
Audience <ul style="list-style-type: none">• Individual contributors• Supervisors• Managers• Coaches• Executives• Teams	Delivery Options <ul style="list-style-type: none">• In-house delivery by ACLS master trainer• Public workshops• Accreditation of in-house leadership trainers• Tailored or customized to your organisational requirements	Follow-up <ul style="list-style-type: none">• Leader as Catalyst skills development
Prerequisites <ul style="list-style-type: none">• Situational Leadership® - The Core Program	Length/Timing <ul style="list-style-type: none">• Typically one day• Easily enriched with content and application extensions• Best offered within one day to 9 months after the initial Situational Leadership® training experience	