GNF | iVeri

Signature Program · Learning & Development

GNF LEARNING & DEVELOPMENT · ADAPTIVE LEADERSHIP

Situational Leadership

Lead people as per readiness and situation.

Great leaders don't have one style. This program helps managers read each person's readiness and the demands of the situation, then choose the leadership response that moves the work and the person forward.

SCAN ME

Know more about the program

> ***"Great leaders don't have one style."***

THE MODEL

Four leadership responses

Read the person, the task and the situation, then choose the right response

Direct

When clarity is needed, for example a new joiner who needs structure.

Coach

When someone is willing but needs explanation and encouragement.

Support

When someone is capable but needs confidence or commitment.

Empower

When someone is ready for ownership and independent execution.

SITUATIONS IT SOLVES

- New joiners needing direction
- Capable people hesitating
- Delegation not working
- Teams facing change
- Repeated performance gaps
- Ownership needing to grow

OUTCOMES

- ✓ Better manager–team conversations
- ✓ Stronger ownership, delegation and execution
- ✓ A shared leadership language across the team
- ✓ Managers who adapt instead of using one style

IDEAL FOR

- First-time managers
- Team leaders
- Middle managers
- Functional heads
- High-potential employees

20+	10k+	100+	5
Years of leadership advisory	Leaders trained	Organisations served	Signature L&D programs



FACILITATOR

Fatima Iyer

Co-Founder & Managing Director, GNF. People strategy leader and leadership development facilitator with more than two decades of experience, combining psychological insight with practical business application.

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