



MONARCH MANAGEMENT INSTITUTE

Open Course Network · Micro-Course 05

COURSE PROSPECTUS

Leading for the Situation

Match your direction and support to the person in front of you — a one-week, self-paced applied course in Situational Leadership.

1 wk

Duration

6

Sections

70%

To pass

Monarch Management Institute

UGSM-Monarch Business School Switzerland · umonarch.ch/MMI

Online Management Education for Working Professionals

At a glance

Duration	1 week — one module of six sections
Study time	Approximately 6 directed hours
Level	Introductory; no prior leadership study required
Assessment	One auto-graded scenario assessment (15 items); ungraded section checkpoints
Pass mark	70%, unlimited attempts, untimed
Award	MMI Certificate of Knowledge
Format	Fully online

What you will gain

By the end of this course you will be able to adapt your leadership direction and support to match a person's development level, and build a partnering-for-performance plan.

And what it counts toward

You earn the Monarch-endorsed Certificate of Knowledge and 1 MMI-Credit. MMI-Credits carry toward MMI program progression (PD-001).

What this course is

Leading for the Situation is a one-week applied micro-course in Situational Leadership. It teaches a single, usable skill: adapting how much direction and how much support you give to the person and the task in front of you. You choose one real team member and one specific goal in the opening section and carry them through all six sections, ending with a partnering-for-performance plan you can put to work immediately.

The idea in one line

There is no single best way to lead. There is the way that fits the person in front of you, on the task in front of them — and that can be diagnosed and matched, not guessed.

Who this course is for

- Newly promoted team leaders leading at least one direct report
- Experienced managers whose people span very different levels of skill and motivation
- Team leads, coaches and L&D professionals who develop others
- BBA, MBA and DBA students seeking a practical, evidence-aware foundation in leadership

No prior study of leadership theory is required; every concept is built from first principles.

What you will accomplish

- Distinguish directive from supportive behavior and name the four leadership styles
- Diagnose a person's development level (D1-D4) from their competence and commitment
- Match your style to the level, and recognize over- and under-supervision
- Judge the model's evidence honestly and use it as a diagnostic heuristic
- Build a partnering-for-performance plan for a real person and goal

Curriculum

Section	Title	Focus
1	Two Behaviors — Direction and	Directive vs supportive behavior as two
Support	independent dials	
2	The Four Leadership Styles	Directing, Coaching, Supporting, Delegating
3	Diagnosing Development Level	Competence + commitment → D1-D4
4	Matching Style to Development	D1→S1 ... D4→S4; over- and under-supervision
Level		
5	Flexibility, Supervision, and the	Style range; the honest research picture
Evidence		
6	Synthesis — Partnering for	A plan made with the person, reviewed over

Section	Title	Focus
Performance	time	

Each section follows the same four steps — Explain, Show, Do, Feedback — and is worked through a single running case (Rowan Meade and a team of four at the fictional Kestrel Support Co.) alongside a person and goal of your own.

Assessment and award

One auto-graded scenario assessment of fifteen items closes the course; each item supplies an unfamiliar leadership situation so that it tests judgment rather than recall. A score of 70% earns the Monarch-endorsed Certificate of Knowledge, with unlimited untimed attempts.

Course facts

Bring one real team, and learn to lead it for the situation in front of you.

