

Blanchard®  
Leadership  
Solutions

*Understand others.  
Use flexible styles.  
Grow effective leaders.*



# Situational Leadership® II

## Magnificence Starts Here.

Consider this. Every hire you've made was based on talent. Placing the right individual in the right job to move your company forward. Advancing talent in your organisation is imperative to your long-term success. And theirs. But talent doesn't always include the ability to lead. To motivate. To inspire greatness in others. To be magnificent.

We know leadership. We've been fostering it for years. Now you can tap into the programme that has studied, defined, and cultivated some of the greatest leaders in any industry you can name. It's called Situational Leadership® II (SLII®).

SLII® gives your company a shared process, language, and model for building leadership. It is a programme customised to your employees' individual goals and your corporate goals. SLII® teaches leaders to do more than just respond to predictable situations through memorised skill application. It teaches leaders to analyse, diagnose, think, and apply leadership concepts effectively in any situation.

### SLII® LEARNING OUTCOMES

- Proficiently diagnose developmental levels
- Match leadership styles—communications and behaviour—to development levels
- Gain a common language and approach to leadership that permeates your culture
- Shift intentions into behaviours, and behaviours into accountability
- Develop highly skilled, flexible leaders who can develop and retain people

### SLII® LEARNING DESIGN

#### *Leadership for the Future*

Provides a look at what leaders need to be in the future, an overview of SLII®, the core competencies of leaders, and sets up the training initiative for success.

#### *Beliefs and Building Blocks*

Leaders discover why there is no "best style" and why the choice of leadership style depends on the situation. They learn that SLII® is a language as well as a strategy for reaching agreements and helping people develop.

#### *Diagnosis: The First Skill of a Situational Leader*

Leaders are taught to diagnose an individual's development level in order to determine how much direction or support is needed to develop the individual's skills, motivation, confidence, talent, and ability to contribute to the organisation's success.

“Leadership  
is not something  
you do to people.  
It's something  
you do with people.”

*Ken Blanchard, PhD, Drea Zigarmi, EdD,  
and Patricia Zigarmi, EdD,  
coauthors of the book, Leadership and  
The One Minute Manager, and of the  
Situational Leadership® II program*

**Ken** THE **Blanchard**  
COMPANIES

*The Leadership Difference.™*

# Situational Leadership® II *(continued)*

## *Flexibility: The Second Skill of a Situational Leader*

Participants learn four leadership styles—each with a different combination of direction and support. Also, they explore behaviours important in developing others' competence and commitment.

## *Matching Leadership Style to Development Level*

Leaders practice how to match their leadership style to individuals' development levels. They learn how to develop others' motivation, competence, and confidence by using the right leadership style in a given situation.

## *Skill Practice*

Provides extensive skill practice for mastering the expertise of a Situational Leader. They also learn how to manage development regression by staying in close touch with performance and development. Practice time is recommended during sessions to master the skills of a situational leader, and to meet learning objectives.

## **SUSTAINABILITY AND FOLLOW-UP**

- Additional content modules and reinforcement for Giving and Receiving Feedback, Building Trust, Listening, and Challenging Conversations
- Skill practice in traditional or classroom setting
- Real world reinforcement scenarios
- Role plays, simulations, and case studies
- Impact Mapping to refine and reinforce goals
- Online assisted goal setting, reinforcement, tracking, and monitoring via 5 Minute Follow-Through
- Diagnostic Tools and Assessments
- Performance feedback from peers and mentors
- Online peer mentoring through discussions and activities
- Individual Coaching

SLII® best practices are part of all the work we do with you, including:

- Organisational Consultation
- Impact Mapping and Goal Alignment
- Diagnostic Tools and Assessments
- Custom Design and Development
- Instructor-led Classroom Delivery
- Blended Solutions (synchronous and asynchronous e-learning)
- Keynotes and Executive Overviews
- Public Workshops
- Training for Trainers

## **READY TO BUILD AN ORGANISATION OF LEADERS?**

Contact us to learn more about the results SLII® has delivered for other organisations and the options that best meet your needs.



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