

A blended-learning leadership experience, with post training performance resources.

The SLII® Experience



Audience

For individuals in people and performance leadership roles including executives, managers at all levels, project managers, team leaders, and supervisors who want to increase their effectiveness in leading individuals.

Duration

Two full days facilitated workshop time with on-line pre and post self-study sessions and tools to support learning, implementation and sustainment.

Useable Resources



The SLII Experience flips the classroom design and increases learner participation, engagement, and action.

Inquiries

For more information please contact us at:

P 0800 252 6 24

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Blanchard
INTERNATIONAL
New Zealand

Purpose

- Learn a **new language of leadership**
- Increase the **quality and quantity of conversations**
- Develop others' **self-reliance**

Process



The SLII Experience allows learners to be in charge of their learning journey before and beyond the classroom through a four-part learning experience -

1. **Launch:** A portfolio of on-line pre-work assignments to set the context for learning and to engage learners in the content of SLII®
2. **Learn:** A facilitated workshop covering the three skills, the language, and the Six Conversations of a Situational Leader
3. **Practice:** A facilitated workshop-covering the development of new skills through skill practice applied to the participants real work situations
4. **Master:** Access to the Blanchard Exchange portal for an on-line suite of post-workshop strategies to deepen and extend the learning with implementation tools to set SMART goals, diagnose development level, and use the matching leadership styles and conversations back at work

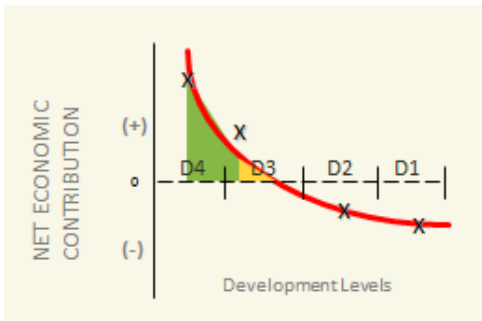
Payoff

- Gain a common language and approach to leadership that permeates organisation culture
- Develop highly skilled, flexible leadership skills to develop and retain productive people
- Foster two-way accountability for goal accomplishment
- Gain commitment and a sense of partnership with work teams
- Competently match the right leadership style and conversation to the situation
- Increase responsiveness by giving people the leadership style they need, when they need it, enabling them to feel comfortable asking for direction and support

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The Opportunity

With effective leadership, stronger organisational performance is possible.



Effective leaders eliminate the biggest mistakes of leadership -

1. Lack of listening
2. Undersupervision – setting people up for failure, or oversupervision – smothering peoples self-reliant problem solving and performance
3. Lack of management skills
4. Lack of support or inappropriate support
5. Lack of accountability

Effective leaders –

1. Provide feedback, either recognition or redirection
2. Listen and involve others
3. Use a matching leadership style and conversation relative to the situation
4. Set clear goals
5. Develop others

The Power of Leading for Performance

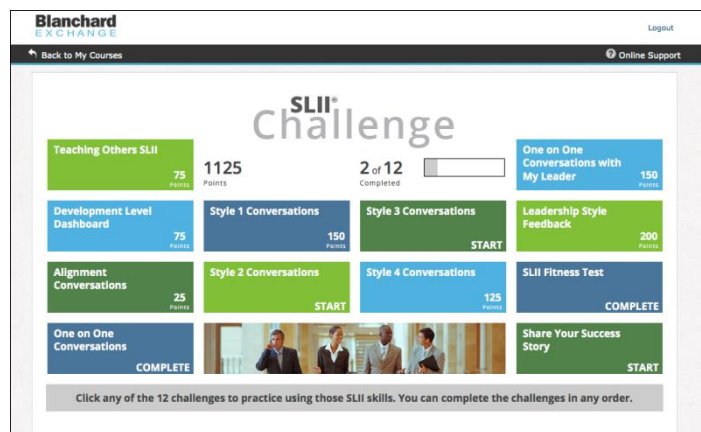
By closing the gap on the top five leadership mistakes and developing excellent leaders, organisations can grow at the rate of 10 times faster than those that do not.



Learning and Performing Content

Through facilitated interactive activities, case studies, the SLX video story, assessment instruments and back-at-work situation templates, participants will learn the range of skills and tools for effectively leading individuals, including how to -

- ✓ Set people up for success with the first skill of a Situational Leader – **Setting SMART Goals**
- ✓ Apply the second skill of a Situational Leader – **Diagnosing Development Level**
- ✓ Perform the third skill of a Situational Leader – **Matching Leadership Style to the Situation**
- ✓ Be flexible in using Directive and Supportive behaviours and the four Leadership Styles
- ✓ Avoid the negative consequences of mismatching by under or over supervising
- ✓ Optimise the positive consequences of matching by using the skills of a Situational Leader
- ✓ Master the six conversations of a Situational Leader; Leader-Led **Alignment Conversations**, the four **Leadership Style Conversations** and Team Member-Led **One on One Conversations**
- ✓ Identify and address **Regression** in performance
- ✓ Use the tools to **Master and Perform SLII®** back at work



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