The SLII Experience™

Open Training

Training description

The SLII Experience™ is an extensive development process supported by Blanchard Exchange Portal. Each participant of the process receives one-year access to the online platform that supports them in putting their situational leadership skills and tools into practice: scripts and interview templates, instructional videos, code to activate a mobile app, and many other useful resources for them and their co-workers.

SLII® aims at developing the method of effective superior-subordinate collaboration. As part of the development process, participants will learn methods for setting motivational goals, and diagnosing and developing the potential of their co-workers, so that they can aptly guide them through successive stages of development by applying the right leadership style. As a result, participants will know how to turn a novice employee into an expert who will take ownership of their responsibilities. Thanks to the added value of the Blanchard Exchange, they will have uninterrupted access to the tools enabling them to do so.

The SLII® process consists of four stages:

Launch: rich prework that will introduce participants to the basics of the model even before the workshop begins.

Learn: an intensive classroom workshop aiming at introducing participants to the three skills, the language of situational leadership, and the six types of conversations held by situational leaders.

Practice: a classroom workshop focusing on the implementation of new skills, enabling to translate the acquired knowledge into real situations and professional challenges.

Master: a stage focusing on deepening and broadening the knowledge, and introducing the SLII® language to your organization with the support of numerous implementation tools designed specifically for this purpose.

Training objectives:

> Increased manager effectiveness achieved by learning and practicing the three key SLII® skills:
>> SMART goal setting
>> Diagnosis: ability to define the level of employee's competence and commitment in the area of their goals, tasks and projects
>> Flexibility: ability to match the appropriate leadership style to employee's needs

> Improved communication in the company between managers and their teams thanks to regular conversations based on agreed rules and a common language

> Increased employee motivation and commitment through a flexible leadership style that is continuously adapted to the needs

> Acquisition of knowledge and skills to effectively implement SLII® in the company

Participant's profile:

The SLII Experience™ is intended for people who manage or will manage others at work: executives, managers at all levels, project managers, managers-to-be, "high potentials" and everyone interested in increasing their leadership and managerial effectiveness.

Benefits for the participant:

As a result of the SLII Experience™ development process, participants will:

- Discover how to set goals effectively, so that these are truly SMART for employees

- Be able to effectively diagnose employee's needs and, therefore, be flexible in adapting their management style to their subordinate's individual needs

- Be able to hold 6 types of developmental conversations adapted to employee's stage of development, so they can build better relationships with their subordinates

- Know how to turn a novice employee into an expert who will take ownership of their responsibilities

- Know how to actively discover and develop talents, and promote them throughout the organization

- Know their own leadership profile and areas for development

As part of the SLII Experience™ development process, participants will have access to Blanchard Exchange Portal that provides necessary tools to help put the knowledge from the training in practice.

Methods:

- LBAII® enables to diagnose the leadership profile with respect to flexibility and effectiveness. The results are analyzed during the workshop, becoming the basis for actions to improve flexibility and effectiveness

- The SLII® approach is discussed during a two-day workshop based on a film series that introduces participants to characters and their managerial dilemmas. The videos teach them how to put the concepts into practice, and illustrate consequences of failure to introduce them or of using them incorrectly. During the workshop, we also use engaging group exercises, forum discussions, and time for reflection.

- The uninterrupted 1-year access to Blanchard Exchange Portal provides practical tools that can be used in daily work and share knowledge with co-workers, whereas the mobile app is a practical way to access SLII® whenever and wherever necessary.

Participation costs:

PLN 3,500* net (+23% VAT) in Polish

PLN 3,800* net (+23% VAT) in English

Per person and includes: 1-year access to Blanchard Exchange and a 2-day workshop

* Assumptions:

- The above price is a net amount that will be increased by the amount of a value-added tax

- The above price includes the costs associated with the participation in the program, training materials, training room and conference equipment, a lunch and a coffee break for the participants

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> The above price **does not** include the costs arising out of participants' travel to the training venue and accommodation (if applicable).

Trainers:

Natalia de Barbaro, Elżbieta Malkiewicz, Łada Drozda, Małgorzata Olszanowska, Alicja Firsowicz-Madej, Dariusz Fijołek, Dariusz Gimziński

Group size: 6–12 people

Place: Warsaw

Training content

The Self Leadership model – Personal Leadership has been developed by Kenneth Blanchard, an undisputed authority in the field of management, a co-author of "The One Minute Manager." So far, SLII® has been tested by over a million managers worldwide.

Day 1 of the workshop (9 AM to 5 PM)

Introduction

> Workshop objectives and program
> My worst and best leader
> History of SLII Experience™: part 1
> Presentation of skills of a situational leader

Goal setting: the first skill of a situational leader

> Setting goals according to the SMART model
> Talking to reach agreement
> History of SLII Experience™: part 2

Diagnosing: the second skill of a situational leader

> Defining employee's development stage
>> Level of competence
>> Commitment
> My history of success
> Four stages of development: what they are, and how to identify them
> Employee's needs at every stage of development
> History of SLII Experience™: part 3

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> Diagnosing the stage of development practice: a game

Matching: the third skill of a situational leader

> Flexibility of a situational leader: adapting the leadership style to employee's needs

> LBAII®

Wrap-up of day 1

Day 2 of the workshop (9 AM to 5 PM)

Four leadership styles

> Presentation of all four leadership styles

>> How each leadership style works, and what its objectives are

> Too much control / Too much freedom

> Matching / Mismatching

> History of SLII Experience®: part 4, and summary

> Matching exercise: a game

LBAII® – feedback

> Checking your flexibility

> Checking your effectiveness

One-to-one conversation

> Worksheet

SLII® tools

> Ability to pass the model onto subordinates

> 12 challenges of a situational leader

> Description of the resources available on Blanchard Exchange Portal

Quick matching

> Practicing the quick matching to employee's needs: a game

Wrap-up of the workshop