



Situational Leadership II® Full Immersion Experience Fact Sheet

When we were kids in elementary school, we learned our multiplication tables through the power of spaced repetition, a core tenet to both child and adult learning. Situational Leadership II®, developed by the Ken Blanchard Companies, is the world’s most trained leadership model and uses the power of spaced repetition to teach you as a leader how to provide the *right leadership style* to accelerate your employees’ performance to that of “Self Reliant Achievers”.



Situational Leadership II® is built on the model of spaced repetition and includes a variety of video based and experiential exercises designed to boost your impact and effectiveness by learning how to adjust your leadership style to respond to the individual needs of each employee you lead. Using a four-step learning experience, you’ll start with the Launch step using Blanchard’s online learning portal and continue through Learn, Practice and finally to Master the content of SLII®

Launch: includes a portfolio of assignments that sets the context for SLII® and engage you in the content of SLII. The time required for the launch is about one hour. The launch includes four online, self-paced activities that include:

- The completion of the LBAII Online Assessment which provides the participants with feedback on their flexibility and effectiveness in using the right style of leadership for the situations provided in the survey.
- A 5-minute video on the Blanchard version of creating SMART goals, which is a different take on the traditional SMART acronym.
- Completion of two online worksheets, the SLII Goals Worksheet and the SLII Fitness Test.

Learn: Will be covered in our first day together on October 29th and includes learning the SLII Model, and the skills of goal setting, diagnosing development level on specific goals or tasks and learning the key concept of matching your leadership style to the development level of the employee. The day includes multiple learning modalities including video, large and small group interaction and practice activities. Additional learning focuses on the 6 key conversations of Situational Leaders, which include goal setting conversations, alignment conversations and other one-on-one conversations. In this session, we also provide a variety of resources to support being a situational leader, including an SLII phone app. We will also schedule our post program Master sessions on this day.



Practice: Will be covered in our time together on November 26th and includes deeper practice with diagnosing competence and commitment, using the various styles and role-playing various situations. This day includes a wide variety of interactive activities. The day continues with a deep look into the six SLII Conversations: one-on-one, team member led conversations, S1, S2, S3, S4 and Alignment, leader led conversations. We’ll wrap up by providing additional resources for reinforcing your learning through Master step.

Master: In the mastering sessions, we utilize Blanchard Exchange providing 12 challenges which we assign in a specific order and then come together every other week for 5 sessions to reinforce the learning, answer questions, address challenges and continue practice using SLII. These sessions will be scheduled for 75 minutes and preparation for these session takes about 2 hours between sessions.