

THE SLII EXPERIENCE™

F2F Learning Design

SECTION	DURATION	KEY CONTENT
LAUNCH	60 min	Participants complete LAUNCH assignments. <ul style="list-style-type: none">• Complete LBAII Assessment Self• Watch the <i>Setting SMART Goals</i> video• Download and complete the SLII Goals worksheet• Download and complete the SLII Fitness Test
LEARN Welcome and Introductions	5 min	Welcomes participants and shares the purposes of SLII.
Best and Worst Leaders	20 min	Explores participants' best and worst boss situations.
Optimally Motivating Work Environments	5 min	Makes connections between SLII® and Optimal Motivation®.
The SLX Story—Part 1	10 min	Introduces <i>The SLX Story</i> video, characters, and dilemma.
Learning Expectations	5 min	Explores the learning road map, agenda, and tips for getting the most out of the training.
Match-Mismatch—Situation 1	15 min	Introduces Mark's situation and, without using SLII language, explores a mismatch and a match from his leader, Jacinta, through videos.
Skills and Conversations of SLII	10 min	Describes the three skills of SLII. Introduces six SLII Conversations. Explores the value of a common language.
Break	10 min	
The First Skill of SLII—Goal Setting	35 min	Teaches Goal Setting as the first skill of SLII. Defines the elements of SMART Goals through video. Explores SMART and Not-so-SMART goal statements. Allows refinement of participants' SMART Goals and peer coaching.
Alignment Conversation	5 min	Introduces an Alignment Conversation. Allows practice in completing the Goal Setting section of the SLII Worksheet.
The SLX Story—Part 2	15 min	Continues <i>The SLX Story</i> video, demonstrating a lack of alignment.
Lunch	45 min	
The Second Skill of SLII—Diagnosing	15 min	Explains diagnosing, competence, and commitment. Describes the four development levels as combinations of competence and commitment. Explores situational variables.

Learning Design (continued)

SECTION	DURATION	KEY CONTENT
My Development Level Story	15 min	Skill practice in writing participants' own development level story.
Characteristics and Names of the Four Development Levels	15 min	Describes the development levels. Explores challenges at D1, disillusionment at D2, and variable commitment at D3, and reinforces that development level is goal or task specific.
Scattergram Activity	5 min	Practices diagnosing development level with a fun activity.
Development Level Needs	20 min	Explores the needs at each of the four development levels.
Break	15 min	
The SLX Story—Part 3	15 min	Continues <i>The SLX Story</i> video, demonstrating the consequences of a lack of a proper diagnosis.
SLII Worksheet—Diagnosing	15 min	Allows practice in the Diagnosing section of the SLII Worksheet, using Elliot as the case study.
Resolving Development Level Disagreements	5 min	Presents steps for resolving disagreements about development level.
The SLII Game—Diagnosing	20 min	Provides skill practice in diagnosing using SLII Game cards.
The SLII App	10 min	Introduces and explains how to access/download the SLII App.
SLII Fitness Test—Goal Setting and Diagnosing	15 min	Allows reassessment of participants' goal-setting and diagnosing skills.
Break	10 min	
The Third Skill of SLII—Matching	5 min	Revisits the SLII Model and defines Matching.
Leadership Style Flexibility	20 min	Defines flexibility and leadership style. Shares statistics and explores seven directive and seven supportive leadership behaviors.
Matching Leadership Style to Development Level	15 min	Describes the four leadership styles. Revisits Mark's Match-Mismatch situation to diagnose his development level.
Match-Mismatch—Situation 2	15 min	Introduces Dana's situation and, using SLII language, explores a mismatch and a match from her leader, Greta, through videos.
LEARN Wrap Up	5 min	Concludes LEARN and clarifies expectations for PRACTICE.
PRACTICE Welcome	5 min	Recaps <i>The SLX Story</i> by viewing the <i>Previously at SLX</i> video.

Learning Design (continued)

SECTION	DURATION	KEY CONTENT
Intention and How of Each Leadership Style	15 min	Revisits the SLII Model and the concept of a match. Reviews the intentions and the how of each of the four leadership styles.
Oversupervision and Undersupervision	10 min	Discusses the consequences of oversupervision and undersupervision.
Match-Mismatch—Situation 3	15 min	Introduces Juan’s situation and explores a mismatch and a match from his leader, Ling, through videos.
Match-Mismatch—Situation 4	15 min	Introduces Ryan’s situation and explores a mismatch and a match from his leader, Drew, through videos.
Break	5 min	
Match-Mismatch Activity	55 min	Skill practice in matching in a group learning activity. Explores the value of matching leadership style to development level.
Break	15 min	
The SLX Story—Part 4	20 min	Continues <i>The SLX Story</i> video, depicting a resolution.
The SLX Story—Parts 5 and 6	10 min	Concludes <i>The SLX Story</i> video by reprising Katherine’s Alignment Conversation with Bob, and Bob’s Alignment Conversation with Elliot, to reinforce the importance of alignment.
Alignment Conversation	10 min	Provides an Alignment Conversation video demonstration. Optionally allows for skill practice.
SLII Worksheet—Matching	10 min	Allows practice on the Matching section of the SLII Worksheet.
Getting Agreement	5 min	Explores what getting agreement looks like in all four leadership styles.
The SLII Game—Matching	35 min	Provides skill practice in matching using SLII Game cards.
SLII Fitness Test—Matching	5 min	Allows reassessment of participants’ matching skills.
Lunch	45 min	
LBAII® Feedback	25 min	Explores the value of the LBAII. Explains leadership style flexibility, preference, effectiveness, and the misdiagnosis matrix. Explores participants’ LBAII results and insights.
Leadership Style 1 Demonstration	10 min	Provides a Style 1 Conversation video demonstration and debrief.
Leadership Style 2 Demonstration	10 min	Provides a Style 2 Conversation video demonstration and debrief.
Leadership Styles 1 & 2 Practice	50 min	Allows skill practice in having Style 1 and Style 2 Conversations.

Learning Design (continued)

SECTION	DURATION	KEY CONTENT
Break	10 min	
Leadership Style 3 Demonstration	10 min	Provides a Style 3 Conversation video demonstration and debrief.
Leadership Style 3 Practice	40 min	Explores the value of <i>what</i> and <i>how</i> questions in Style 3. Allows skill practice in having Style 3 Conversations.
Development and Regressive Cycles	10 min	Explains the development cycle. Defines regression and what signals and causes regression.
Leadership Style 4 Demonstration	10 min	Provides a Style 4 Conversation video demonstration and debrief.
Break	10 min	
One on One Conversations	20 min	Revisits the six SLII Conversations and explores the value of One on One Conversations. Shares guidelines and provides a video demonstration. Introduces the One on One Worksheet. Allows practice in preparing for a One on One Conversation.
Tools for Mastering SLII	20 min	Reviews MASTER tools, resources for sharing SLII with others, and the SLII Challenge.
Speed Matching Activity	30 min	Practices planning for and conducting leadership style conversations.
The SLII Experience Wrap-Up	10 min	Shares recommendations for next steps in becoming a situational leader and explores participants' insights and intentions.
MASTER		Participants complete MASTER assignments. <ul style="list-style-type: none"> • Share SLII with Your Team • Complete the SLII Challenge

The standard 2-day face-to-face design consists of a 7-hour LEARN session and a 9-hour PRACTICE session (including breaks).

Option: If Day 1 of the training is longer than 7 hours, facilitators have two options to accommodate the longer day. They may move either

Activity 32—Match-Mismatch Activity from PRACTICE to the end of LEARN (55 min.) or

Activity 28—Intention and How of Each Leadership Style, Activity 29—Oversupervision and Undersupervision, and Activity 30—Match-Mismatch—Situation 3 to the end of LEARN (15 min.)