

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 organization 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 program 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 program customized to your employees' individual goals and your corporate goals. SLII® teaches leaders to do more than just respond to predictable situations through memorized skill application. It teaches leaders to analyze, diagnose, think, and apply leadership concepts effectively in any situation.

### SLII® LEARNING OUTCOMES

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

### SLII® GREEN EDITION—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 organization'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*

Offered by  
StarFish Learning Inc.  
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**Ken** **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 behaviors 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.

## *Partnering for Performance: The Third Skill of a Situational Leader*

Teaches participants how to open up communication and involve others in setting goals and reaching agreements about which leadership style should be used to help achieve their goals.

Learners will use Action Planning to refine their Impact Maps, identify critical actions, and develop a game plan to help continue using new skills for becoming a Situational Leader.

### **SUSTAINABILITY AND FOLLOW-UP**

- Additional content modules and reinforcement for Giving 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
- 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:

- Organizational 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 ORGANIZATION OF LEADERS?**

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



People in Progress,  
Making a Difference

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